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ABSTRACT

Sexual harassment at the University of California Davis was studied to provide information for campus officials. Attention was directed to: campus attitudes about sexual harassment; the incidence of sexual harassment among survey respondents; the circumstances and characteristics of sexual harassment incidents; the effects of sexual harassment on victims; and the campus resources used by, or needed for, victims. A total of 1,399 students and employees responded to the questionnaire. Some respondents defined sexual harassment more broadly than did the university. A majority of men respondents and a third of women respondents were uncertain whether sexual harassment occurred at the university, yet most perceived it as a campus problem. Women respondents were more aware than men of sexual harassment, and less likely to attribute it to sexual drive, human nature, or a misunderstanding. About 20 percent of faculty and staff, 17 percent of graduate/professional students, and 7 percent of undergraduate women respondents had been sexually harassed at the university. In 71 percent of the cases of sexual harassment, the harassor was in a higher status position than the victim; in half the cases he held direct authority over the victim. Questionnaires are appended. (SW)

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SEXUAL HARASSMENT AT UC DAVIS

Office of the Vice-Chancellor—Academic Affairs
University of California, Davis
November 1983

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HE 017 711

SEXUAL HARASSMENT AT UC DAVIS

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POLICY ON SEXUAL HARASSMENT

The University of California is committed to creating and maintaining a community in which students, faculty, administrative, and academic staff can work together in an atmosphere free of all forms of harassment, exploitation, or intimidation, including sexual. Specifically, every member of the University community should be aware that the University is strongly opposed to sexual harassment and that such behavior is prohibited both by law and by University policy. It is the intention of the University to take whatever action may be needed to prevent, correct, and, if necessary, discipline behavior which violates this policy.

ACKNOWLEDGEMENTS

This survey of sexual harassment at UC Davis was proposed by the Sexual Harassment Task Force of the Status of Women at Davis Administrative Advisory Committee. The survey was sponsored by the Vice-Chancellor--Academic Affairs, supported in part with affirmative action funds, and overseen by the Women's Resources and Research Center (WRRC) Work Group and an independent advisory committee of faculty and staff. The WRRC and the Office of Student Affairs Research and Information provided substantial financial and administrative support.

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SEXUAL HARASSMENT AT UC DAVIS

INTRODUCTION

Over the past decade, sexual harassment has gained recognition as a significant and legitimate social concern. Sexual harassment is not a new problem--scholars document its existence from the time women began trading their labor in the marketplace[1]--but in the mid-1970's it began to attract popular and political attention. This interest, in turn, spurred research efforts, governmental policy, and legal action, which has led to further public understanding and awareness of the topic. Sexual harassment of employees is now prohibited as a form of sex discrimination under title VII of the Civil Rights Act of 1964; title IX of the Education Amendments of 1972 bars sexual harassment of students. Sexual harassment is also banned by California state law and University of California policy, and is an established cause of action in the courts. Previous research has documented the extent, characteristics and effects of sexual harassment.

What is sexual harassment?

"Sexual harassment" is a relatively new term: since 1976 it has been commonly understood to describe the sexual pressure women experience in situations where they expect to act - and be treated - as human beings rather than as females.[2] Goodman describes sexual harassment as:

> ...those kinds of sexual coercion and exploitation that occur...between men and women in a formal or structured relationship in which women have an expectation that the basis of the relationship has nothing to do with sex. The most common and important of these relationships are found in the workplace. Relations in schools, colleges, and universities are another common, important example.[3]

Definitions and discussions of sexual harassment almost always imply that men are the perpetrators and women the victims. In theory, women could harass men, and homosexuals could harass members of the same sex, but past studies have shown that sexual harassment is, in reality, almost entirely a problem of men harassing women. Because sexual harassment is experienced principally by women because they are women, and because it is a barrier to their equal education and employment, it is a form of sex discrimination.

There are essentially two types of sexual harassment.[4] In the "quid pro quo" kind of harassment, sexual compliance is proposed in exchange for an academic or employment opportunity. The bargain can be cast as a threat or a promise, can be explicit or implicit, and usually occurs in superior/subordinate relationships. In the "condition of work" type of harassment, sexual harassment takes the form of jokes, comments, sexual advances or other behaviors which create a sexually charged work or academic environment which women are expected to tolerate if they wish to remain in that setting. This type of harassment may occur in peer or superior/subordinate relationships. Both the "quid pro quo" and "condition of work" types of

sexual harassment are addressed in the definition of sexual harassment adopted by the University of California. According to the UC definition:

> Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when:
>
> 1. submission to or rejection of such conduct is made either explicitly or implicitly a term or condition of instruction, employment, or participation in other University activity;
>
> 2. submission to or rejection of such conduct by an individual is used as a basis for evaluation in making academic or personnel decisions affecting an individual; or
>
> 3. such conduct has the purpose or effect of unreasonably interfering with an individual's performance or creating an intimidating, hostile or offensive University environment.
>
> In determining whether the alleged conduct constitutes sexual harassment, consideration should be given to the record as a whole and to the totality of the circumstances, including the nature of the sexual advances and the context in which the alleged incidents occurred.

The UC definition was adapted from the guidelines on sexual harassment issued by the U.S. Equal Employment Opportunity Commission. It is the one used in this study.

What conduct constitutes sexual harassment?

Very little can be said with certainty about the type and level of conduct that constitutes sexual harassment. Both the University and the courts recognize that allegations of sexual harassment must be examined on a case-by-case basis and in light of all the facts and circumstances surrounding the situation. As its definition states, the University takes into account "the record as a whole and the totality of the circumstances, including the nature of the sexual advances and the context in which the alleged incidents occurred." Other important factors are the degree to which the conduct relates to the terms and conditions of employment, instruction or participation in other University activity; whether the conduct is repeated or an isolated incident; and how seriously the conduct was intended and/or perceived.[5]

For behavior to constitute sexual harassment, at least two characteristics must be present. First, an individual's behavior must be sexual in nature. It need not involve sexual relations or a demand for sexual relations. It may be physical, verbal or visual. Extending along a continuum of severity, examples of sexual behavior include: display of sexual cartoons or posters, gender-related sexual jokes or comments, personal questions or comments of a sexual nature, pressure for dates or sexual activity, sexual touching, attempted sexual relations, and sexual relations.

Second, this sexual behavior must be unwanted by the person toward whom it is directed. Sexual harassment should not be confused with sexual attention that is acceptable to the person receiving such attention or with a mutually consenting relationship.

According to the University of California definition, unwanted sexual behavior in itself is not sexual harassment; it must affect the terms or conditions of employment, instruction or participation in a University activity, or the environment, performance or evaluation of the person toward whom it is directed. Some behaviors have effects that clearly make them sexual harassment; for example, the employee who is fired because she refuses to have an affair with her supervisor. Most cases involving unwanted sexual behavior and its effects, however, are not this clear-cut. Unlike the example above, the behavior of the harassor is not always so obvious or serious; the harassor might be a co-worker rather than a supervisor; and the effect on the victim may not be as severe as loss of livelihood. The hypothetical situations below illustrate some occasions when the behavior of one person and its effects on another do not so clearly constitute sexual harassment.[6] Consider the following situation:

> A unit supervisor on several occasions asks one of his staff members for a date, and is refused each time. He does not treat the employee any differently than other employees following her refusals, and the rejections do not affect the staff member's job, tenure, salary, opportunities for promotion or work assignments. The staff member regards the advances as a minor annoyance, and they do not interfere with her work performance.

Depending on all the facts and circumstances, this would probably not be considered sexual harassment, because the advances and the employee's refusals had no apparent impact on her performance, work environment or the terms or conditions of her employment.

Now consider this situation:

> The unit supervisor on several occasions asks the staff member for a date, and is refused each time. He does not treat her any differently than other employees following her refusals, and the rejections do not affect her job, tenure, salary, opportunities for promotion or work assignments. The staff member, however, is upset by the supervisor's advances to the point that her work performance and attendance are significantly affected.

In this example, depending on the full context of the situation, a charge of sexual harassment would probably be legitimate on several grounds. First, the supervisor's behavior affected the employee's performance. Second, by detrimentally affecting her work productivity, the supervisor's conduct also affected the terms and conditions of her employment. Third, depending on the circumstances, the supervisor's advances may have also affected the employee's environment, making it "intimidating, hostile or offensive."

If a co-worker had made the sexual advances in the above example, the charge of sexual harassment would probably still be legitimate. The co-worker has no direct authority over the terms and conditions of another's employment, but the conduct might have "unreasonably interfered" with her performance or created an "intimidating, hostile or offensive environment."

In deciding whether a student has been sexually harassed under Title IX, federal investigators are told to "use the standard of behavior of a reasonable person in a similar circumstance" in distinguishing sexual harassment from normal sexual behavior, and are told not to find a violation of Title IX when the evidence of sexual harassment is inconclusive; for example, when it is an instructor's word against the student's.[7] Students must bring supporting evidence, such as the testimony of other students who have been harassed by the same person, or evidence of damage following the alleged harassment.

A woman who enters a charge of sexual harassment with the University or the courts is not required by University policy or law to have explicitly refused the harassor's advances or to have informed him directly that his behavior was unwelcome. While this protects the victim from reprisal by the harassor that might result were she to tell him to stop, it could also lead to accusations of sexual harassment against a person who did not intend to harass and was unaware his actions were considered offensive by the recipient of his advances.

The issue of unintended harassment arises most often when the perpetrator's behavior is of a less serious or verbal nature, such as sexual jokes, comments and suggestive looks, and when its effects are not necessarily observable--when it creates an offensive work environment, for example. Clearly, when a woman is sexually assaulted there can be no misunderstanding the harassor's intent or the effect on the victim. While a woman is not required by policy or law to make her dislike explicit to the harassor in order to press a claim of sexual harassment, in practice, if the man's behavior is of this less serious sort, the woman does not explicitly inform him that his behavior is unwanted, and he claims he never intended to harass, her charge of sexual harassment may not be considered as strong or credible as it would if she had clearly told him to stop and he had persisted or retaliated.

Why does sexual harassment occur?

Researchers and writers concerned with this topic offer various explanations, and although their analyses have focused on sexual harassment in the workplace, it is easy to see the applicability of their arguments to academic and work relationships within the University.

Tangri et al. describe three explanatory models.[8] The natural/biological model asserts that sexual harassment is simply natural attraction between people; the organizational model argues that sexual harassment is the product of an organization's climate, hierarchy and authority relations. The socio-cultural model states that sexual harassment reflects the larger society's differential distribution of power and status between the sexes and that men harass to maintain their dominance in economic and social

relationships. In their review of the research on sexual harassment, these researchers find more support for the organizational and socio-cultural explanations of why sexual harassment occurs than for the natural/biological model.

Gutek and Morasch[9] hypothesize that sexual harassment of women is a product of sex-role spillover; that is, the carryover into the workplace of gender-based expectations for behavior that are inappropriate in the work setting. Sex-role spillover occurs when the sex-ratio at work is skewed in either direction: when there are few women in male-dominated or non-traditional work, and when women are in traditional, female-dominated work supervised by a few men. Benson and Thomson elaborate on the latter type of sex-role spillover, noting that although large numbers of women are now in the labor force, they still tend to be segregated into occupations traditionally considered "women's work" and they hold positions subordinate to those held by men.

> The increase in female labor force participation has been closely matched by the exercise of authority by male employees and supervisors...[C]ombined with changes in sexual attitudes and behavior as well as working conditions, the increased legitimate or official male contact with female subordinates has also increased the likelihood that a man's authority over a woman will coincide with sexual behavior toward her. It is precisely this widespread confluence of authority relations, sexual interest and gender stratification which defines the problem of sexual harassment. There is, in other words, a nexus of power and sexual prerogative often enjoyed by men with formal authority over women.[10]

Brewer[11] pulls together these two principal explanations for sexual harassment, noting that women in traditional jobs experience the kind of harassment predicted by the organizational model, in which power/status differentials and organizational climate are important. Women in non-traditional jobs experience a kind of harassment that is derived from social/cultural expectations about sex-roles and that represents men's attempts to re-establish traditional sex-role relationships with out-of-role female co-workers.

Sexual harassment is a complex, emotionally charged topic which raises questions about the fundamental nature of male/female academic and work relationships, and brings to light unexamined assumptions on which the traditional, day-to-day behavior of men and women is based. Cases of sexual harassment are so individually variable and situation-dependent that few generalities applicable to all cases can be drawn, and this introduction is intended to provide only a general context for understanding the issue. Several other publications contain in-depth, carefully drawn analyses of the many aspects of sexual harassment, including its origins and causes, legal standing, and social, political and economic ramifications.[12]

RESEARCH ON SEXUAL HARASSMENT

A number of surveys of sexual harassment have been undertaken in the last decade, but their usefulness in measuring the extent, nature and effects of sexual harassment varies. Early surveys such as those conducted by Redbook and the National Advisory Council on Women's Educational Programs were largely informal and exploratory in design and their results were not representative of any larger population than the individuals surveyed. They did provide basic descriptive information on the nature and effects of sexual harassment incidents at a time when very little was known about the topic, and served as a basis for later studies.

Later surveys are more useful because they are more focused and employ the scientific controls necessary to generalize to larger populations. Comparisons among these later studies are difficult, however, because they survey specialized populations, use different definitions of sexual harassment, allow varying time frames for reporting sexual harassment incidents, and are not always limited to experiences in the respondent's current workplace or educational institution.

This section of the report first describes the principal surveys of sexual harassment and then compares their findings on sexual harassment attitudes, incidence and effects, characteristics of harassors and victims, and victims' responses and use of grievance procedures.

Methodologies of sexual harassment surveys

In the largest and best study of sexual harassment in employment (U.S. Merit Systems Protection Board, 1981), a 12-page questionnaire was sent to 23,964 men and women federal government workers asking about their attitudes toward sexual behavior at work and about any personal experiences of sexual harassment during the previous two years in the federal government. The MSPB study employed stratified random sampling to ensure the applicability of its results to the entire federal workforce. Nearly 85% of those surveyed responded.

In another carefully conducted study (Moore, 1982), the City of Seattle used a modified version of the MSPB questionnaire and methodology to survey its men and women employees. The Seattle survey achieved a response rate of 36% or 1700 workers.

At the same time sexual harassment in the workplace was being investigated, surveys of sexual harassment in education were being conducted by individual institutions, federal agencies, and independent researchers. At UC Berkeley, two sociologists surveyed a random sample of 400 senior women undergraduates to determine the nature and effects of sexual harassment by male instructors at Berkeley (Benson and Thomson, 1982). The questionnaire defined sexual harassment as "any unwanted sexual leers, suggestions, comments, or physical contact you find objectionable in the context of a teacher-student relationship," and asked about attitudes and personal experiences of sexual harassment. A 67% response rate was obtained.

At Michigan State University, a stratified random sample of 998 upper division undergraduate women and graduate and professional school women were surveyed to assess the extent to which MSU women students experience sexual harassment and to examine their responses to the harassment (Maihoff and Forrest, 1983). As in the MSPB and Seattle studies, the MSU questionnaire did not provide a definition of sexual harassment; rather, respondents were asked to identify which, if any, of a number of unwanted sexual behaviors listed on the questionnaire they had experienced at MSU in the recent past. Almost half the students surveyed responded to the questionnaire.

Researchers at the University of Iowa surveyed men and women faculty and staff members to determine if there were differences in their views of sexual harassment (Nelson et al., 1982). The Iowa questionnaire defined sexual harassment as "any repeated and unwanted sexual comments, looks, suggestions or physical contact that you find objectionable or offensive and cause you discomfort on your job," and asked employees about their attitudes toward sexual harassment and their knowledge of a sexual harassment incident. Out of a systematic random sample of 150 women and 290 men employees, 44% and 40%, respectively, responded.

The most comprehensive study of sexual harassment in postsecondary education, and the one most closely resembling the UC Davis survey was conducted at Arizona State University in 1980 (Metha and Nigg, 1983). ASU researchers surveyed men and women undergraduates, graduate and professional students, faculty and staff members to determine their perceptions of and experiences with sexual harassment on the campus, and their knowledge of campus resources to deal with the issue. The ASU questionnaire defined sexual harassment as occurring when: "a person is . . . able to affect another person's academic career, grade or emotional well-being...[and] subjects [that person] to unwanted sexual attention (either verbal or physical), coerces him/her into sexual relations, and/or punishes him/her for refusal." The questionnaire instructed respondents to refer to this definition as they completed the questions. A stratified random sample of 500 students, 500 faculty and 500 staff was selected; over three-quarters responded.

Results of sexual harassment surveys

Attitudes toward sexual harassment

In the MSPB study, men and women agreed that uninvited sexual behaviors constitute sexual harassment, whether perpetrated by a supervisor or another worker, and that people should not have to tolerate unwanted sexual attention on the job.

Among the senior women undergraduates in the Berkeley study, 60% thought sexual harassment occurred "occasionally." In the ASU study, about 30% of women students, faculty, and staff thought sexual harassment occurs often or very often on the ASU campus; among men, 21% of the students, 15% of the staff and 9% of the faculty thought the same.

Nearly three-quarters of the Berkeley women thought sexual harassment was a moderately serious or very serious problem when it occurred. Two-thirds of the faculty and staff women in the University of Iowa study also thought sexual harassment was a serious problem, but Iowa men responded exactly the reverse: two-thirds thought it a minor or unimportant problem. Between 30% and 40% of the ASU women said sexual harassment was a serious or very serious problem; 13% to 20% of the ASU men agreed with their female counterparts.

Extent and severity of sexual harassment

How widespread is sexual harassment, and what form does it take? The MSPB study found that 42% of the women and 15% of the men in federal employment had experienced one or more of seven types of unwanted sexual attention, ranging from sexual remarks to rape. Verbal types of harassment were most common: one in three women had experienced unwanted sexual remarks. One in 100 had faced actual or attempted sexual assault.

Half the women and 26% of the men employed by the city of Seattle said they had experienced one or more of eight types of unwelcome sexual behaviors. Among those who had, sexual teasing, jokes and remarks were the most common unwanted behaviors the women experienced (79%), but sexually suggestive looks and gestures (67%) and sexual touching (47%) were also common.

In 1980, UC Davis surveyed a random sample of 800 women students, and of the 41% who responded, 3% of the undergraduates and 10% of the graduate/professional school students said sexual harassment (defined as "placement of sexual conditions upon successful academic or employment opportunity") had been a problem for them while at UCD. For these women, the problem was a moderately difficult one: on a scale of 1 to 7 ("not difficult" to "very difficult"), 3.5 was the average response. (UCD Women's Resources and Research Center, 1981).

At Berkeley, 20% of the senior undergraduate women sampled had been sexually harassed by male instructors. About a third of the harassed students experienced verbal advances; a fifth, physical advances, and 6% sexual bribery. In addition, one in three of the women respondents personally knew another woman student who had been sexually harassed by a male teacher. In an earlier study, (Benson, 1977) 20% of Berkeley's women graduate students, reported having received sexual attention from male teaching faculty at Berkeley. Just under three-quarters of these responded negatively to this attention.

At MSU, 25% of the women students reported experiencing at least one of four types of unwelcome sexual behavior: jokes about the female anatomy, physical touching, propositions in exchange for a grade or opportunity, and/or sexual assault. A validation study indicated that those who had experienced sexual harassment were not overrepresented among the respondents vis a vis the population. Students most often experienced jokes but did not strongly disapprove of this behavior, especially when the jokes were from peers.

ASU respondents were asked directly if they had ever been sexually harassed at ASU, based on the University's definition of sexual harassment: 13% of the women and 5% of the men answered affirmatively. The incidence rate did not vary significantly among women students, faculty and staff. Forty-four percent of the Iowa faculty and staff reported knowing a women who had experienced sexual harassment on the job (although not necessarily on the campus).

Characteristics of harassors and victims

Studies show that victims and perpetrators of sexual harassment can be found in all types of occupations and positions, and at all salary levels. They are of varying ages and marital statuses. The MSPB study found that harassors were typically men, older than the person they were harassing, and married. About a third were immediate or higher level supervisors of the person being harassed; two-thirds were co-workers. Victims of sexual harassment were most typically female, young, and not married; held non-traditional positions for their sex and were financially dependent on their jobs. One strong finding was that the greater the proportion of men in an immediate work group, the more likely women in that group were to be sexually harassed.

The Seattle study confirmed the MSPB findings concerning the characteristics of the victims. Seattle women in virtually every occupational category, reported sexual harassment in proportions higher than their proportion in the workforce. Women in non-traditional occupations reported especially high rates. Like the MSPB study, the majority of the harassors in the Seattle study were not supervisors (19%); about half were other employees and co-workers.

The Berkeley study found that two-thirds of the male teachers harassing female undergraduates were regular faculty; the rest were instructors and lecturers. In Benson's 1977 study of Berkeley graduate students, 49% of the reported harassors were professors; 18% were teaching assistants, and 6% instructors.

The ASU survey examined the status of the sexual harassment victims at the time they were harassed, and found that of the 74 women victims, 46% had been harassed as undergraduates, 18% as graduate or professional school students, 18% as staff, and 19% as faculty members. Male faculty were found to perpetrate the greatest amount of sexual harassment on the campus, with the exception of staff men harassing staff women.

Victims' responses to sexual harassment

Women employ a variety of tactics to get a harassor to stop, and their success depends in part on which strategy they use. The MSPB study found that women who experienced sexual harassment tried three tactics: ignoring the behavior, avoiding the harassor and telling the harassor to stop. Reporting the harassment, telling the harassor to stop, and avoiding him were the most effective strategies in stopping the sexual behavior; going along with the harassment or ignoring it and doing nothing were the least effective.

The Seattle study found that most women respondents thought telling the harassor to stop (88%) and reporting the behavior to a supervisor (80%) were effective actions to make another stop bothering them sexually. Only a third thought avoiding or ignoring the harassor were effective strategies, yet among the victims, 62% said they responded by ignoring the behavior, and 45% avoided the person. Half the victims told the harassor to stop.

The Berkeley study reports that students "manage the trouble" by not expressing their true feelings to the harassor, or by ignoring the overtures, "tuning out" sexual innuendoes, wearing old clothes and mentioning boyfriends or husbands. Thirty percent of the harassed senior women did not directly communicate their dislike for an instructor's advances, and when they didn't, it persisted. Seventy percent did tell the teacher to stop and were more successful, although faculty members sometimes punished students--through lower grades or undeserved criticism--for not reciprocating the sexual attention. Many students avoided an instructor, either after an incident to preclude escalation of the harassment, or in anticipation that an advance was forthcoming.

Awareness and use of grievance procedures

Few women who have been sexually harassed are aware that formal grievance procedures exist, and fewer still use these procedures. The MSPB reported that about half the women victims knew they could file a discrimination complaint and 10% knew they could complain through special channels set up for sexual harassment complaints. Only 3% filed formal complaints. Half the Seattle women victims knew their department had a policy and procedure concerning sexual harassment, and 4% took formal action. Twenty percent of the victims in the ASU study filed a formal complaint, but of the graduate women students Benson studied in 1977, not one went to the authorities.

Why do so few women use established means to resolve sexual harassment problems? Only a fifth of the MSPB victims thought any of several formal remedies would be helpful. Many more victims thought assertive, informal remedies--asking or telling the harassor to stop or reporting the behavior to the supervisor or other officials, for example--were most effective. The Seattle study found similar results. Among its respondents, the effectiveness of available formal remedies was judged lower than the availability of these resources.

Among MSPB victims who knew about the formal grievance procedures and did not use them, 61% saw no need to report the situation, a third thought nothing would be done, and a third thought it would make their work situation unpleasant. Victims of less severe harassment were more likely to view filing a formal complaint as unnecessary. The responses of the Seattle victims were virtually the same.

Benson speculates that women students fail to report sexual harassment because they fear academic reprisal or because they feel powerless to do anything about it. Twenty percent of the women graduate students in Benson's 1977 study feared academic reprisal if they responded negatively to an instructor's sexual attention.

Effects of sexual harassment

Sexual harassment can affect the emotional and physical well-being of a victim and her academic or work performance, particularly if she experienced severe forms of harassment. Most victims in the MSPB study reported that the sexual harassment caused no perceptible change in their job status, working conditions, morale or productivity, although work-related effects were pronounced among those who had been severely harassed. Many more victims reported emotional or physical effects than effects on work productivity. Over a third said their feelings about work and their emotional and physical condition worsened as a result of sexual harassment, and those who suffered severe harassment reported more emotional and physical effects. The MSPB report cautions against the validity of these self-assessments, noting that victims may not accurately assess the impact emotional or physical stress has on their job performance, or may be reluctant to admit a decline in work productivity.

The Seattle study found comparable effects. While only 12% of the victims said they experienced negative work-related ebfects, a third said their feelings about work had worsened. Harassed women in the ASU study were asked if their reaction to the harassment had affected their course grade, job or career chances: 20% said it had. Women victims in Seattle reported several psychological effects: anger (46%), irritability (32%), embarrassment (30%), and nervousness, tension, and anxiety at work (about 25%). Fewer experienced physical symptoms. Women's reactions to being harassed included anger, disgust and embarrassment. Men victims, however, were significantly more likely to have been flattered or amused.

Over a third of the women undergraduates who said they were sexually harassed in the Berkeley study reported self-doubt and a loss of confidence in their academic ability. Their written accounts note the lost opportunities that resulted when they withdrew from interaction with a faculty member. They report feeling confused, uncertain, disillusioned and wary of male faculty in general, even when their self-confidence was not shaken.

Summary of research

Surveys of sexual harassment, particularly more recent ones, show several consistent results.

1. Respondents generally agree that unwanted sexual attention constitutes sexual harassment, and that it should not be tolerated in the workplace or in educational settings.

2. Sexual harassment is a problem for significant numbers of women students and workers. Remarks, looks and touching are the most common forms of sexual harassment.

3. The occupations and positions of harassors and harassees are diverse. There is some evidence that women in non-traditional fields or who work primarily with men are most likely to be harassed.

4. Telling a harassor to stop, avoiding him, and ignoring his behavior are the strategies most commonly used by women to stop sexual harassment. Directly telling the harassor to stop is most effective, but reprisal sometimes follows.

5. Although some victims of sexual harassment are aware of grievance procedures to resolve problems of sexual harassment, very few use them. Victims of less severe harassment believe formal resolution is unnecessary and favor informal action; others fear reprisal for reporting or simply do not believe a formal remedy would be helpful.

6. Women report sexual harassment causes them personal and psychological difficulties more than work or academic problems. Most reports note, however, that the former is likely to affect the latter and that victims and researchers may have difficulty assessing the true repercussions of the harassment. The more serious the sexual harassment, the more likely victims were to suffer significant work and emotional problems.

THE UC DAVIS SEXUAL HARASSMENT STUDY: RESEARCH DESIGN AND OBJECTIVES

Impetus for a study of sexual harassment at UC Davis

Why study sexual harassment at UC Davis? The idea emerged in response to recent University policy decisions and increasing campus awareness of the issue.

By 1982, there had been some reports of sexual harassment on the Davis campus, and the 1980 women's needs assessment suggested that harassment had been a problem for some women students. Beyond the anecdotal information gleaned from these few reported incidents and the limited data gathered in the needs assessment, little was known about the extent and nature of sexual harassment at UC Davis or about the attitudes of the campus community toward this topic. Most of the research on sexual harassment in postsecondary institutions that might have been extrapolated to Davis was just underway and had not yet been published.

The need for more and better information became apparent when, in August 1981, the University of California banned sexual harassment of students and employees and charged each campus with developing local grievance procedures for handling sexual harassment complaints and educating students and employees about their rights and responsibilities. The extent and nature of sexual harassment, and the resources currently used by victims would be important to know in designing mechanisms for complaint and resolution. In mounting education efforts, information on campus attitudes and what groups of people were particularly affected would be needed.

At the same time, UC Davis women's groups were bringing the problem to campus attention. In its 1980-81 annual report, the Status of Women at Davis Administrative Advisory Committee (SWAADAC) called sexual harassment "the most important issue that it has considered this year." During the year, SWAADAC had convened a Task Force on Sexual Harassment to review the problem and recommend campus actions and policy. In its report, the Task Force recommended, among other things, that a campus survey be undertaken:

> It is essential to try to determine, with some degree of certainty, whether or not we really have a problem with incidences of sexual harassment on this campus. The reporting rate may not be a good indicator of the degree to which sexual harassment is or is not a problem on this campus. The Sexual Harassment Task Force believes that some means of accurately assessing the possible scope of the problem. . .would be of great value.

Survey objectives

The survey of sexual harassment at UC Davis is intended to provide descriptive data which can be used by campus officials to develop policy, institute responsive grievance procedures, and design effective educational programs. Specifically, the survey identifies:

1. campus attitudes about sexual harassment;
2. the incidence of sexual harassment among the survey respondents;
3. the circumstances and characteristics of sexual harassment incidents, and of those individuals harassing and being harassed;
4. the effects of sexual harassment on those who have been its victims; and
5. the campus resources victims used or would have used had they been available at the time.

While not an intended objective, the survey itself serves to educate the campus about sexual harassment through the questionnaire and dissemination of the survey results.

Research design

To accomplish the survey objectives, an eight-page questionnaire was mailed to students, faculty and staff on the Davis campus and at the UC Davis Medical Center in Sacramento. The questionnaire (Appendix A) contains questions concerning:

1. the respondent's attitudes about sexual harassment;
2. any incident of sexual harassment involving UC Davis individuals which the respondent might have observed or known about;
3. any personal experience of sexual harassment at UC Davis;
4. the respondent's demographic characteristics.

To accommodate differences in their situations, slightly different but comparable versions of the questionnaire were developed for students, faculty and staff. In keeping with the descriptive nature of the study, the questionnaire included many open-ended, short answer questions, particularly in the section concerning personal experiences of sexual harassment. The University's definition of sexual harassment was provided at the beginning of the questionnaire and respondents were instructed to refer to the definition in answering the questions that followed. The questionnaire was entirely anonymous.

Sampling strategy

Several considerations guided the development of the sampling strategy. First, it was expected that men and women would have different attitudes toward and experiences with sexual harassment, as would undergraduates, graduate/professional students, faculty and staff. For purposes of analysis, then, it was important to be able to differentiate the responses of women undergraduates, graduate/professional students, faculty, and staff from their male counterparts.

Second, drawing on the findings of previous research and the campus experience, it was expected that: (1) sexual harassment would be a more salient issue for women than men; and (2) women in certain occupations, ranks or locations would be more aware of sexual harassment or more likely to have been harassed than others. Faculty and staff women, therefore, were differentiated on the basis of their University status, and students were stratified on the basis of their school or college. In all, 22 groups of women were sampled; they are listed below.

Faculty women:

- Full and associate professors and lecturers with employment security
- Assistant professors and instructors
- Lecturers
- Professional researchers and specialists
- Postgraduate researchers
- Librarians
- Medical interns and residents
- Other women faculty

Staff women:

- Managers and officials
- Professional staff persons
- Technicians
- Office and clerical workers
- Craftsworkers, operatives and laborers
- Service workers

Graduate and professional school women in:

- Law
- Veterinary Medicine
- Medicine
- Administration
- The Graduate Division

Undergraduate women in:

- Agricultural and Environmental Sciences
- Engineering
- Letters and Science

The actual number of women in each of these 22 groups varies greatly, so to obtain enough respondents to permit analysis of each group, the groups were disproportionately sampled. In groups with very few women, the proportion of women selected to receive questionnaires was higher than in groups with many women. Names of all the women in each group were generated by computer and a systematic random sample was selected from each. Men were differentiated only by status as faculty, staff, undergraduate or graduate/professional students, and disproportionate random samples were drawn from each of these four groups.

Data analysis

The survey results were analyzed at three levels of aggregation. At the most detailed level, data for each of the twenty-two groups of women were examined. At a more general level, results were analyzed for women faculty, staff, undergraduates and graduate/professional students, and for men faculty, staff, undergraduates and graduate/professional students. Finally, responses were examined at the most general level of aggregation: all women and all men. Because the responses of men and women were expected to differ significantly, they were not combined to yield "all UCD" results.

Since the twenty-six groups (22 of women and four of men) had been disproportionately sampled, aggregate data analysis required that individual responses be weighted. Weighting is a statistical technique of correcting for disproportionate sampling so that respondents in each group are not over- or under-represented when they are aggregated. Weights were calculated for each of the groups and each respondent in a given group was assigned a weight before analysis at a higher level was performed. Appendix B shows the weights assigned to responses in each group.

Simple descriptive statistics were used to analyze the questionnaire responses due to the nature of the data and the exploratory purpose of the survey.

Response rate

In April 1982, 2,946 questionnaires were mailed, representing approximately 11% of the entire UC Davis student and employee population. Students received questionnaires at their home or departmental addresses with a cover letter from the Vice-Chancellor for Student Affairs. Faculty and staff received questionnaires at their campus addresses, accompanied by letters from the Vice Chancellor for Academic Affairs and the Assistant Vice-Chancellor for Staff Affairs, respectively. Pre-paid return envelopes were provided. Two weeks later, reminder postcards were mailed to all who had been mailed questionnaires.

Forty-eight questionnnaires were undeliverable, yielding a mailed group of 2,898. Of these, 1,399 questionnaires were completed and returned for an overall response rate of 48%. All but two of the 22 groups of women had response rates high enough to permit analysis at the level of the individual groups. Unfortunately, the response rates for women service workers (population N=267) and for women craftsworkers, operatives and laborers (population N=35) were only 8% each. Consequently, no data are reported here on these two groups, and their responses are not included in the aggregate analysis of "staff women" or "all women."

Each of the questionnaires carried a symbol representing the University status (or group) of the person receiving the questionnaire as it appeared in University records. In answering the questionnaire, however, a few respondents identified their University position differently from that shown in their University records. For example, some whom University records

identified as "staff technicians" called themselves "professional staff persons," some "lecturers" self-identified as "assistant professors or instructors." In these cases, an individual's self-identification was used to determine group identification and as the basis for assigning weights and performing analyses. The original sample size was adjusted accordingly.

Table 1 shows the response rates of various groups, with women service workers, craftsworkers, operatives and laborers excluded. Response rates and the number of respondents in each of the 26 groups are given in Appendix B.

TABLE 1

QUESTIONNAIRE RESPONSE RATE
(in unweighted percent)

RESPONDENT STATUS	RESPONDENT SEX	
	Women	Men
Faculty	61%	49%
Staff	49	34
Undergraduate students	58	49
Graduate/professional school students	61	37
All respondents	57%	41%

Representativeness of the survey respondents

Do the responses of the individuals who returned questionnaires accurately reflect the attitudes and experiences of all UC Davis individuals? Because the men and women receiving questionnaires were randomly sampled on the basis of their University status, it can be assumed that those who returned the questionnaires are also randomly distributed, and therefore representative of the larger population, unless evidence of demographic nonrepresentativeness or systematic response bias is found.

Respondents are demographically representative of all UC Davis men and women with respect to University status because of the weighting procedure discussed earlier in this chapter. This weighting corrected for disproportionate sampling and response rates within each of the 26 status groups so that each is represented in accord with its actual strength in the population. This process does not assure that respondents are representative of the population with respect to their opinions or experiences; it simply brings the numerical weight of responses from each group "up to par" relative to other groups. Respondents are also representative of the population with respect to University location. Appendix C shows the distribution of respondents and the population by location.

Response bias occurs when sampled individuals who have particular attitudes and experiences respond in a proportion different than their proportion in the population. By over- or under-representing the attitudes or experiences of the population, the responses of these individuals skew the survey results.

Response bias is less likely to occur when a high proportion of the sampled individuals return their questionnaires. Although response rates in this study of 57% for women and 41% for men are quite high for a mailed survey, they leave open the possibility that response bias might be present.

In this study, it seemed possible that those individuals who had experienced sexual harassment or knew of someone who had might feel more strongly about the topic and respond in disproportionately greater numbers than those with less personal exposure. It was also possible, however, that those who had experienced sexual harassment would be less likely to respond because of the personal and perhaps embarrassing nature of their experience, or because of concern for their anonymity.

One way of investigating the possibility of this response bias is to examine the relationship between the response rates of sampled groups and the proportion of respondents in each group who said they had been sexually harassed. If, for example, groups with high response rates showed low rates of sexual harassment among their members, and groups with low response rates had high incidences of sexual harassment among their members, then it could be inferred that among the individuals sampled, those who had been sexually harassed were responding in disproportionately greater numbers and the incidence of sexual harassment was overstated in the survey results. In this study, however, no relationship between group response rate and group sexual harassment rates was found. Appendices D and E detail these relationships.

Another way of investigating whether response bias affected the survey results is to see if, over the five weeks that questionnaires were returned, an increasing or decreasing proportion of individuals reported personal experiences or observations of sexual harassment. If proportionately fewer of those responding in the later weeks reported exposure to sexual harassment than those responding in the early weeks, it could be inferred, following this trend, that those not returning questionnaires at all were even less likely to have been harassed or to have known someone who was. The responses of those who did return questionnaires, then, would not be representative of the random sample or the population.

When responses of women to the question: "Would you say you have been sexually harassed at UC Davis?" were examined, no evidence of a decreasing or increasing trend in the proportion who said they had been harassed was found. Similarly, when responses were analyzed to determine if the proportion of women and men who knew of an incident of sexual harassment declined over the five weeks, no decreasing or increasing trend was evident.

Although these two tests of response bias are very rough and can yield only cautious conclusions, it appears that those who might have felt strongly about sexual harassment as a result of personal experience or knowledge of a harassment incident did not return questionnaires in pro-

portions greater or less than their proportion in the random sample or in the population they represented. In other words, the survey results--in particular, the rates of sexual harassment reported by respondents--appear not to be affected by this type of response bias. There is no evidence, however, whether sampled individuals who had not personally experienced sexual harassment or known of someone who had but who were especially concerned about or interested in the topic anyway responded in greater proportion than their representation in the sample or the population. Similarly, there is no evidence that those sampled individuals particularly uninterested in or unconcerned about the sexual harassment responded in smaller proportions than their representation in the sample or the population.

SURVEY RESULTS

The results of the UC Davis sexual harassment survey are described in the four sections that follow: Campus Attitudes, Sexual Harassment Incidents of Which Respondents Were Aware, Personal Experiences of Sexual Harassment, and Victims' Use of Campus Resources. The tables and underlined text present the major results; the remaining text contains more specific data and analysis.* Respondents' written comments are quoted throughout to give additional meaning to the statistical results.

Survey Results I: Campus Attitudes

A majority of women respondents think sexual harassment occurs at UC Davis; a slight majority of men respondents are not sure or think not. Sixty-one percent of the women and 48% of the men believe sexual harassment occurs on the campus, a statistically significant difference (X^2, $p<.001$). Thirty-seven percent of the women and 46% of the men respondents were uncertain whether sexual harassment occurs at UC Davis; 2% of the women and 6% of the men believe it does not. Among the men, undergraduates are least disposed to think sexual harassment occurs (41%); graduate/professional school men are most likely to think so (58%). No large differences were found among women student, faculty, and staff respondents.

Sexual harassment is perceived by most men and women respondents (87% and 96%, respectively) as a campus problem. Four percent of the women and 13% of the men believe sexual harassment is not a problem at UC Davis: faculty men were most likely to believe this (19%); graduate/professional women were least likely (1%).

Most respondents do not view sexual harassment as a major problem: only about 3% of women and 1% of men respondents think sexual harassment is "a big problem." Women see it as a larger problem than do men, however. Women's responses averaged 2.9, men's responses 2.5 (t-test, $p<.001$) on a scale from "not a problem" (1) to a "a big problem" (5). As Table 2 shows, men are much more likely than women to view sexual harassment as a nonexistent or small problem.

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*Because the disproportionate sampling design differentiated women into 22 groups but men into only four, the percentages given in the text and tables for women at the aggregate level of faculty, staff and students are weighted, but those for men are not. Percentages for "all women" and "all men" are weighted and so do not reflect a simple average of the percentages for the faculty, staff and student groups. Percentages for "all women" and "all men" are sometimes strongly influenced by the reponses of undergraduates since they significantly outnumber faculty, staff and advanced students. The occupational categories that comprise the faculty and staff groups are shown on page 15.

TABLE 2

PERCENT OF RESPONDENTS WHO RATE SEXUAL HARASSMENT AT UC DAVIS AS A "1" OR "2" (on a five-point scale where 1="not a problem" and 5="a big problem")

RESPONDENT STATUS	RESPONDENT SEX	
	Women	Men
Faculty	34%	60%
Staff	31	45
Undergraduates	25	50
Graduate/prof. students	21	43
All respondents:	27%	49%

Almost all respondents (94% of women and 97% of men) think women at UC Davis are aware of sexual harassment to some degree. Not as many respondents think UCD men are aware of sexual harassment: 77% of the women and 87% of the men respondents think UCD men are aware of sexual harassment. Among the men and women respondents who think UCD men are aware of sexual harassment, a significant proportion (46% each) believe those men are only slightly aware.

Respondents agree that UCD women are quite conscious of sexual harassment, and are more aware of it than are UCD men, as Table 3 indicates. Men respondents, in fact, think UCD women are more aware of sexual harassment than do the women respondents.

TABLE 3

AVERAGE LEVEL OF AWARENESS OF SEXUAL HARASSMENT AMONG UC DAVIS MEN AND WOMEN (where 1=not aware and 5=very aware)

	UCD women	UCD men
Women respondents	3.1	2.4
Men respondents	3.6	2.6

Respondents say they care whether sexual harassment occurs at UCD. Eight out of ten women respondents and six out of ten men care "very much" whether sexual harassment occurs at UCD. Women averaged 4.7, and men 4.4 on a five-point scale from "don't care at all" (1) to "care very much" (5).

Why does sexual harassment occur? Comments were diverse and prolific in reply to this open-ended question. As expected, there was no consensus, although some reasons emerged as most common and are summarized in Table 4.

Many individuals noted that the reasons sexual harassment occur are many and complex and that a complete answer could not be provided on a questionnaire. Respondents often identified multiple causes; the first two reasons they gave are included in the data. Most comments implied or stated that men were harassors and women the victims, but some indicated that the roles could be reversed or contained no gender reference.

The desire to dominate another person is the cause of sexual harassment most often cited by men and women respondents. Sexual desire and society's acceptance of sexual harassment are also often given as reasons. Men are more likely than women to attribute sexual harassment to sexual drive. Women cite women's actions and attitudes more often than do men. Table 4 shows these results.

Faculty, staff and students did not always agree on the reasons for sexual harassment. While 12% of all women think sexual harassment results from sexual drive, fewer faculty women (5%), staff women (6%), and graduate/professional women (8%) than undergraduate women (17%) cite this reason. The same pattern holds for men: male faculty (13%) and staff (11%) are less likely than male undergraduates (26%) to attribute sexual harassment to sexual drive. Men faculty, staff and graduate/professional students are more likely, however, to cite human nature as a cause: about 13% of faculty, staff, and graduate/ professional students, but only 4% of undergraduates, name human nature as the reason sexual harassment occurs.

Faculty women are more inclined to ascribe sexual harassment to a desire for power over another (42%) than are staff women (22%). Women faculty (19%) and graduate/professional school students (19%) point to society's tacit approval of sexual harassment and the socialization of men and women as causes more than other women do. Men's attitudes towards working or professional women, especially those in traditionally male-dominated fields, are also cited more often by women faculty (10%) and graduate/professional students (10%); less often by undergraduate women (3%).

The quotes below illustrate some of the major causes of sexual harassment identified by respondents.

On power:

> Power is abused when norms are uncertain, constraints are weak, and retribution is unlikely. Sexual harassment is one such abuse.
>
> --male faculty member

> When a man harasses a woman, I do not think it is because of misinterpretation or a response to "signals' she supposedly is giving--it is because the man likes to feel powerful at the expense of the woman's feelings.
>
> --female professional school student

TABLE 4

SELECTED ANSWERS TO THE OPEN-ENDED QUESTION: "WHY DO YOU THINK SEXUAL HARASSMENT OCCURS?"
(in percent of respondents replying to this question[1])

RESPONDENT REPLIES	RESPONDENT SEX Women	Men
Power: to dominate, exploit; show power; maintain control, desire/need to exert power; to gain power; to feel powerful; abuse of power; to take advantage of others or of position; power plus (desire, view of women, access, feeling threatened)	31%	27%
Social approval: society permits/encourages; a social norm; cultural values, social structure; societal attitudes; socialization (of men, of women); media (image of women, sex); women,men expected/pressured to act this way; it's learned	15	10
Sexual desire: libido, uncontrolled sexual drive; lust; poor sex life; sexual frustration; sexual attraction; people like sex; men want sex (at all costs); a way to get sex; easy way to get sexual favors	12	20
Men's self-image: to build ego: to prove self or masculinity; to meet expectations; keep up image; no self-respect; self-doubt; feelings of inferiority; inadequacy, insecurity	11	10
Women's actions/attitudes: women don't stop it; put up with it; feel powerless don't know how to stop it; women are weak, easily intimidated; women's attitudes about themselves	10	1
Harassor can get away with it: it's possible; no fear of retaliation; it's allowed; rules against not enforced; treated lightly; nothing done about it	9	4
Men's attitudes about women: see women as sex objects; think it's a right; think women like it; think it's acceptable	9	3
Harassor's personal/psychological problems: domestic problems; (emotional, work) stress frustration; dissatisfaction	7	6
University environment: competitiveness; academic pressure; University power structure; sheltered, intimate, permissive setting; constant interaction; will occur in any large organization	7	4
Disrespect: disregard other's rights/feelings; insensitivity; inconsideration; selfishness	6	7
Ignorance: misinformation; lack of awareness	5	5
Men's attitudes toward women and work: men threatened by competing women; women entering men's fields--working with men; men can't separate personal/professional roles; don't know how to deal with women in professional way; hostility; resentment; jealousy	5	2
Women solicit: women ask for it; women's dress, body language; false encouragement; willing to get grades or other gain	4	6
Human behavior: it's natural; human nature; because there is sex; biology; because there are two sexes; men and women are different; it's part of male/female interaction	2	8
A difference of opinion: misunderstanding; unintended; poor communication skills; men and women view relationships, sex differently; people not at ease with sexuality	2	6

[1]Total percentages exceed 100% because respondents could offer more than one reason.

[Sexual harassment occurs] because people think they can abuse their power with impunity. --female faculty member

On social approval and men's attitudes:

Social mores. In the past [sexual harassment] has been an accepted if not acceptable means of dealing with the opposite sex.
--female staff member

[Sexual harassment occurs] because of the cultural bias toward women as sex objects. --female graduate student

Sexual harassment is a long standing societal and cultural problem [with roots] in sexual inequalities. The fault lies primarily with men who view women not as intellectual equals, but as sex objects. Women are also at fault when they accept and tolerate this treatment. --female staff member

On sexual drive:

Lust clouds judgement. --male graduate student

Everyone has some interest in the area of sex, and I suppose if people do not control their sexual behavior, their drive could manifest itself in such perverse ways as expecting a student to grant them sexual favors. --male undergraduate

Basic jungle sociobiology. --male faculty member

On human nature:

Human nature, why else? --male faculty member

It's an unavoidable part of male-female relationships--only a foolish person would think that you could eliminate it.
--male staff member

Men are men and women are different--it is difficult to intellectually override biology. --female faculty member

On a difference of opinion:

Men and women have different perceptions of sexual relationships--societal conditioning, etc., etc. What some zealots would label harassment others would consider normal behavior.
--male faculty member

Some of it is probably misunderstood. If women would say "that offends me" or "stop it, I don't like it" etc., some of the perceived harassment would stop, if not most of it.
--male staff member

On "getting away with it":

> Men think they can get away with it, and they enjoy the power. Women are embarrassed or afraid to have it stopped.
> --female professional school student

> I suspect [sexual harassment occurs] because offenders feel that they can get away with it. In a hierarchical structure, "your word against mine" acts in favor of those with the greater power, generally. --female staff member

> Perpetrators believe they will be able to act with impunity; i.e., are immune to legal or social consequences of their acts.
> --male faculty member

On the University environment:

> Because there is so much pressure and competition here for good grades that a lot of girls will do anything. The professors know it and take advantage of it. --female undergraduate

> The University environment is somewhat sheltered and permissive in regards to social interactions. This atmosphere combined with the authority held by some individuals over many others, and the constant interaction between students and faculty/administration-staff creates a situation conducive to sexual harassment.
> --female undergraduate

Other reasons:

> Women feel they have to put up with it because they don't know how to get around it. To try and stop it creates more problems than before. --female undergraduate

> Because men feel inadequate and insecure about themselves and it is an ego boost for them to pick on someone and a woman constitutes an easy target. --female undergraduate

> Arrogance and ignorance. --female staff member

Survey Results II:
Sexual Harassment Incidents of Which Respondents Were Aware

In the second section of the questionnaire, respondents were asked for information about the sexual harassment experiences of other UC Davis people which they personally knew about or had observed. These data were gathered to supplement and compare with the information on respondents' personal experiences of sexual harassment, and to insure in advance that some data concerning the effects, circumstances and characteristics of sexual harassment at UCD would come from the survey, even if very few or no respondents claimed personal experience. It also allowed sexually harassed respondents reluctant to report a personal experience as such on the survey to report their experience as a third-party incident.

Respondents were first asked if they had "ever observed or personally been aware of a situation where a UCD faculty member, staff person, or student behaved in an unwanted, offensive sexual way toward another UCD person." Since sexual behavior must have a negative impact on the person receiving the attention to constitute sexual harassment in the University's definition, the replies to the follow-up questions of those respondents who said "yes" to the above question were examined to determine whether he or she knew of a case of sexual harassment. It became clear that a few respondents who said they were aware of a case of unwanted sexual behavior were not describing a case of sexual harassment, as defined by the University. In reporting the proportion of respondents who knew of a sexual harassment incident, and in subsequent analyses, the replies of these individuals are excluded. The responses excluded are from individuals who reported: no negative effects on the person receiving the attention; consensual sexual attention or a different form of sex discrimination; incidents that could have been sexual harassment but were highly unlikely to be such (for example, an undergraduate bothering a peer or a student annoying a professor).

If it were at all possible that the case a respondent described was sexual harassment, it was included in the data below. The percentage of excluded cases was relatively low for all groups except undergraduates: 43% of women undergraduates and 89% of men undergraduates who reported unwanted sexual behavior were not reporting incidents of sexual harassment. Appendix F shows the percentage of excluded cases for each group.

Proportion of Respondents Who Knew of a Sexual Harassment Incident

Twenty-six percent of women respondents and 12% of men respondents had observed or were personally aware of an incident of sexual harassment at UCD. Table 5 shows that faculty, staff and graduate/professional students were more likely to know of a sexual harassment incident than were undergraduates. Staff men were more likely than other men to know of a sexual harassment situation.

TABLE 5

PERCENT OF RESPONDENTS
WHO HAVE OBSERVED OR PERSONALLY BEEN AWARE
OF A SEXUAL HARASSMENT INCIDENT AT UC DAVIS

RESPONDENT STATUS	RESPONDENT SEX	
	Women	Men
Faculty	39%	18%
Staff	37	29
Undergraduates	16	3
Graduate/prof. students	33	12
All respondents:	26%	12%

Only sexual harassment incidents involving UCD people are included in the figures above, and although some respondents knew of several incidents, the percentages reflect only one report per respondent. Whether the same incident was reported by more than one person could not be determined, and since respondents were not asked to report incidents occurring within a set period of time (other than the years they have been at UCD), it cannot be determined how current these incidents are. Finally, about 20% of the incidents reported by women staff, 13% of those reported by graduate/professional students, 7% of those reported by faculty women and 3% of those reported by undergraduates, appear to be personal experiences, not third-party incidents.

Characteristics of Sexual Harassment Incidents Respondents Knew About

Too few men undergraduates and men graduate/professional students knew about an incident of sexual harassment to permit analysis of their responses to the follow-up questions concerning the incident. Data on the effects and resolution of the incidents and the individuals involved are reported below only on men faculty and staff and on women.

Men were the harassors and women the victims in virtually all the incidents respondents described. Among women respondents, 99% say men were the harassors and 98% say women were the victims. Of the men respondents, 92% say men were the harassors and 88% say women were the victims. Of the 12% of men respondents who said men were the victims, most indicated the harassor was a woman.

Respondents most often identify the harassor as a faculty member in the incidents they knew about. As Table 6 shows, this was particularly true for men and women faculty members and women students. Harassors who were faculty members most often harassed graduate/professional school students. Most staff women identify the harassor as either a faculty member or professional staff person. Staff men most often name a professional staff person as the harassor. Harassors who were professional staff members most often harassed other professional staff employees and clerical/blue collar workers.

TABLE 6

UNIVERSITY STATUS OF HARASSOR IN INCIDENTS
RESPONDENTS KNEW ABOUT
(in percent of respondents who knew of an incident)

HARASSOR STATUS	RESPONDENT STATUS						
		WOMEN				MEN	
	All Women	Faculty	Staff	Under-graduates	Graduate/ prof. students	Faculty	Staff
Undergraduate	0	0	0	0	0	0	2%
Graduate/prof. student	6%	6%	1%	11%	10%	4%	2
Teaching/research assistant	9	8	1	21	7	0	0
Medical intern/ resident	6	8	10	0	6	7	5
Faculty member	45	63	37	46	56	82	26
Researcher	2	1	2	4	2	0	2
Professional staff person	19	10	30	7	14	7	47
Clerical/blue collar worker	9	3	15	4	5	0	16
Don't know	4	1	3	8	0	0	0
Total[1]:	100%	100%	100%	100%	100%	100%	100%

[1]Columns may not total 100% due to rounding.

Respondents most often identify the victim as a student or clerical/blue collar worker in the incidents they describe. As Table 7 indicates, faculty men and women and women graduate/professional students most often identify the victim as a graduate/professional school student and say she was harassed by a faculty member. Staff men and women are most likely to name a clerical/blue collar worker as the victim. Clerical/blue collar victims were most often harassed by professional staff persons.

TABLE 7

UNIVERSITY STATUS OF VICTIM IN INCIDENTS
RESPONDENTS KNEW ABOUT
(in percent of respondents who knew of an incident)

VICTIM STATUS	RESPONDENT STATUS: All Women	WOMEN: Faculty	WOMEN: Staff	WOMEN: Undergraduates	WOMEN: Graduate/prof. students	MEN: Faculty	MEN: Staff
Undergraduate	40%	17%	11%	90%	28%	25%	12%
Graduate/prof. student	15	40	1	3	65	39	9
Teaching/research assistant	2	8	0	3	3	0	2
Medical intern/resident	0	4	0	0	1	0	0
Faculty member	3	7	4	0	1	4	0
Researcher	0	3	0	0	0	4	2
Professional staff person	17	13	35	0	2	14	23
Clerical/blue collar worker	22	8	49	0	0	14	42
Don't know	0	0	0	0	0	0	7
Other	0	0	0	3	0	0	2
Total[1]:	100%	100%	100%	100%	100%	100%	100%

[1]Columns may not total 100% due to rounding.

Effects of Sexual Harassment Incidents Respondents Knew About

Respondents were asked to identify which of the effects listed on the questionnaire and included in the University definition of harassment had been experienced by the victim in the case they knew about. A majority of the respondents report the unwanted sexual behavior of the harassor created an intimidating, hostile or offensive environment for the victim. In addition, Table 8 shows that about a quarter to a third of the respondents say that the harassor's behavior unreasonably interfered with the victim's performance, or that her job, instruction, opportunitites or performance evaluation depended on her reaction to the harassor's overtures. A significant proportion of men do not know what effects the harassor's behavior had on the victim.

Many of the "other" effects on the victims which respondents described were psychological ones: some minor (embarrassment, anger, annoyance); some severe (diminished self-esteem, depression, fear, loss of self-confidence). Some respondents say the sexual harassment interfered with the victim's studies or work to the point where he or she dropped a course or program or quit a job.

TABLE 8

EFFECTS OF UNWANTED SEXUAL BEHAVIOR IN INCIDENTS RESPONDENTS KNEW ABOUT
(in percent of respondents who knew of an incident[1])

EFFECT	RESPONDENT STATUS						
		WOMEN				MEN	
	All women	Faculty	Staff	Undergraduates	Graduate/professional students	Faculty	Staff
Behavior created an intimidating, hostile or offensive environment for the person receiving the attention	64%	76%	63%	56%	77%	52%	50%
Behavior unreasonably interfered with the performance of the person receiving the attention	29	29	23	35	35	32	35
The person's job, instruction, opportunities or other University activity depended, in some way, on whether he/she tolerated or rejected this behavior	25	19	22	34	17	23	20
The person's reaction to this behavior was used in evaluating his or her academic or work performance	23	19	20	34	16	16	22
Behavior had another effect on the person receiving the attention besides those listed above	14	22	14	10	16	10	17
Do not know what, if any, effects there were on the person receiving the attention	13	13	15	14	8	29	39

[1]Columns do not total 100% because respondents could check more than one effect

Resolution of Sexual Harassment Incidents Respondents Knew About

In reply to an open-ended question about how the sexual harassment situation was resolved, respondents described various strategies used by the victims to try to end the harassment. The principal resolutions respondents cited are shown in Table 9. Women respondents most often write that the victim or a third party confronted the harassor, as the quotes below illustrate.

> Chairman discussed problem with faculty member and he was requested to stop this activity. --female faculty member

> Person being harassed stated to individual that she might have to let others know of his conduct--he backed off! --female staff member

> Spoke with person behaving in this manner to make him aware of the situation and the problems he was creating. --female staff member

Respondents say ignoring, avoiding or giving in to the harassor was also a tactic that victims used to end the harassment. Graduate/professional women were particularly likely to cite this resolution.

> Usually nothing is said, because the offensive conduct can be construed as just barely within the lines of appropriate behavior. Also, the importance of grades serves as an inhibiting factor. Women are reluctant to speak out for fear of jeopardizing their class rank. But some female students, as a result, either don't take classes with a particular professor or avoid coming to his office to ask questions about class work.
>
> --female professional school student

About one in seven respondents say the situation was resolved when the victim either chose to or was forced to change her employment or course of study.

> The student lost her research post--she moved to another faculty grant to do research. --female faculty member

> His secretary quit and I'm sure that she is on a black list.
>
> --female staff member

> Student talked to offending TA and to professor of class but the intimidating atmosphere finally led to her dropping the class.
>
> --female staff member

A significant proportion of the respondents say the situation they knew about was never resolved or that the harassment is still continuing.

TABLE 9

RESPONSES TO THE OPEN-ENDED QUESTION:
"HOW WAS THE SITUATION YOU KNEW ABOUT RESOLVED?"
(in percent of women respondents who knew of an incident)

	RESPONDENT STATUS						
		WOMEN				MEN	
RESOLUTION	All Women	Faculty	Staff	Under-graduates	Graduate/ prof. students	Faculty	Staff
Harassor told to stop (by victim, by others, by chairman/ supervisor)	25%	24%	29%	20%	22%	10%	14%
Victim put up with it; ignored, avoided harassor	17	19	13	15	30	10	11
Victim left job/UCD; changed major; dropped class; quit; was fired; stopped seeking professor's help	17	16	17	20	15	14	14
Wasn't/hasn't yet been resolved	16	6	15	25	10	19	25
Harassor left job/UCD, completed program/degree	5	14	8	0	3	19	7
Harassor fired; reprimanded	3	4	2	5	4	5	7
Victim filed grievance; took legal action	3	3	5	0	2	0	4
Harassor gave up trying; apologized	2	3	0	5	4	5	0
Other resolution	12	14	12	10	10	19	18
Total[1]:	100%	100%	100%	100%	100%	100%	100%

[1]Columns may not total 100% due to rounding.

Survey Results III:
Personal Experiences of Sexual Harassment

In the third section of the survey questionnaire, respondents were asked whether they personally had been sexually harassed at UC Davis and if so, to describe the circumstances surrounding the harassment, the behavior of the harassor and its effects, and the resolution of the situation. Victims sexually harassed by more than one person were asked to answer the follow-up questions with the one most important or extreme experience in mind. Too few men were sexually harassed to analyze their responses to the follow-up questions so only the experiences of women victims are described.

Extent of Sexual Harassment Among Respondents

The incidence rates reported below include only those respondents who were sexually harassed according to the University definition of sexual harassment. When asked if they had been sexually harassed at UC Davis, there were a few respondents who said they had whose answers to the follow-up questions about the nature of their experiences showed clearly that they had experienced something other than sexual harassment, as it is defined by the University. These respondents typically described a type of sex discrimination other than sexual harassment, sexual attention which was not unwanted and/or which the respondent said did not have a negative impact, or a student-to-student or reverse power relationship that was clearly not sexual harassment.

Some women respondents, for example, described a fight with a boyfriend, verbal or physical assault by a stranger while walking, or failure of their supervisor to promote qualified women. Men typically said they were flattered by the sexual attention or experienced no negative effects or that a woman student or staff subordinate had offered sexual favors. Students often described a "pass" from a peer or pressure from peers to date or have sexual relations. Table 10 shows the percentage of these respondents, but their replies are not included in the incidence rates or subsequent data on victims' sexual harassment experiences.

Incidence of sexual harassment at UC Davis

One in seven women respondents (13.5%) has been sexually harassed at UC Davis. One in 100 men respondents (1.1%) has been sexually harassed at UC Davis (Table 10). Among women respondents, 21.4% of the staff, and 20.1% of the faculty, 16.5% of the graduate/professional students, and 7.3% of the undergraduates have been sexually harassed during their tenure at UC Davis. Some women victims had a different University status at the time they were harassed than they do now. Tables 10, 11 and 12 are based on victims' current University status; Table 13 shows the victims' status at the time they were harassed. Many women victims--especially undergraduates--did not think of or call their situation sexual harassment at the time it occurred.

TABLE 10

REPLIES TO: "WOULD YOU SAY YOU HAVE BEEN SEXUALLY HARASSED AT UC DAVIS ACCORDING TO THE [UNIVERSITY] DEFINITION...?" BY RESPONDENTS' CURRENT UNIVERSITY STATUS
(in percent of respondents)

		WOMEN			
RESPONSE	All women	Faculty	Staff	Under-graduates	Graduate/ prof. students
YES (ACCORDING TO UNIVERSITY DEFINITION)	13.5%	20.1%	21.4%	7.3%	16.5%
Yes[1]	4.6	12.0	9.5	0.5	6.8
Yes, but didn't think of it or call it that at the time	4.9	8.1	7.1	3.1	5.6
Yes, (but no further information)	4.0	0	4.8	3.7	4.1
YES (BUT NOT ACCORDING TO UNIVERSITY DEFINITION)	3.0	0.6	0	5.3	2.0
NOT SURE	5.9	0	7.0	6.3	3.7
NO	77.6	79.3	71.6	81.1	77.9
TOTAL RESPONSES	100%	100%	100%	100%	100%

		MEN			
RESPONSE	All men	Faculty	Staff	Under-graduates	Graduate/ prof. students
YES (ACCORDING TO UNIVERSITY DEFINITION)	1.1%	0.6%	2.4%	0.8%	0.9%
YES (BUT NOT ACCORDING TO UNIVERSITY DEFINITION)	2.9	1.2	2.4	4.8	0
NOT SURE	2.4	0.6	3.1	2.4	2.8
NO	93.7	97.6	92.0	92.0	96.3
TOTAL RESPONSES	100%	100%	100%	100%	100%

[1]These three rows are sub-categories of YES, ACCORDING TO THE UNIVERSITY DEFINITION

Most men who thought they had been sexually harassed had not, according to the University definition of sexual harassment. In these cases, the respondent usually said a subordinate woman tried to seduce him or offered him sexual favors in exchange for something else, or said the woman's behavior had no negative effects on him or was taken as a compliment. Undergraduate men and women were more likely than other groups to report an experience as sexual harassment that was not.

While women faculty, staff and graduate/professional school students combined comprise less than half (48%) of all women at UC Davis, they comprise almost three-quarters (72%) of the women respondents who were sexually harassed (Table 11). Staff women, in particular, reported sexual harassment at a rate higher than their population representation (50% vs. 31%). In contrast, 52% of the UCD women are undergraduates, but of the sexually harassed respondents, 29% are undergraduates.

TABLE 11

DISTRIBUTION BY STATUS OF ALL UCD WOMEN VS.
SEXUALLY HARASSED WOMEN RESPONDENTS
(in percent)

UNIVERSITY STATUS	All UCD women	Sexually harassed women respondents
Faculty	4%	6%
Staff	31	50
Undergraduates	52	29
Graduate/prof. students	13	16
Total:	100%	100%

Incidence rate and University status of victims

Faculty and staff women respondents in some occupations were more likely to have been sexually harassed than others. Overall, one in five faculty and staff women have been harassed, but within these groups, the incidence rate varies by occupation, as shown in Table 12. Women who are currently interns/residents, professional researchers, or managers/officials are particularly likely to have been harassed at some point during their careers at UC Davis.

TABLE 12

PERCENT OF FACULTY AND STAFF WOMEN RESPONDENTS
WHO HAVE BEEN SEXUALLY HARASSED AT UC DAVIS

RESPONDENTS' CURRENT UNIVERSITY STATUS	
Women faculty	20.1%
Full and associate professors/ lecturers with employment security	16%
Assistant professors/instructors	17
Lecturers	13
Professional researchers/specialists	31
Postgraduate researchers	20
Librarians	6
Medical interns/residents	37
Other women faculty	17
Women staff	21.4%
Managers/officials	28%
Professional staff	23
Technicians	22
Office/clerical workers	20

Some women harassment victims now have positions in the University different from the ones they held when they were sexually harassed. A third of the victims who are now faculty were students or staff when they were harassed. Ladder faculty, in particular, often were harassed when they were in positions of lower status than their current ones: as graduate/professional students, interns or residents or lower-rank ladder faculty. Women who are now graduate and professional school students were most likely to have been harassed as such but one-fourth were harassed when they were undergraduates or staff members. Virtually all staff and undergraduate women victims had the same general University status at the time they were harassed as at the time they responded to the questionnaire. Table 13 summarizes the women's University status at the time of harassment.

TABLE 13

UNIVERSITY STATUS OF WOMEN SEXUAL HARASSMENT VICTIMS AT TIME OF HARASSMENT
(in percent of women victims)

VICTIMS' STATUS AT TIME OF HARASSMENT	VICTIMS' CURRENT STATUS			
	Faculty	Staff	Undergraduates	Graduate/prof. students
Faculty	67%	3%	0%	0%
Staff	3	95	0	7
Undergraduates	3	3	100	18
Graduate/professional students	27	0	0	74
Total[1]:	100%	100%	100%	100%

[1]Columns may not total 100% due to rounding.

Incidence rate and University location of victims

Victims' University location at the time they were sexually harassed is related to their University status at the time. Faculty and staff victims were found in the professional schools and undergraduate colleges, at the Medical Center, and in the library. Student victims were located in the undergraduate colleges, graduate division and professional schools.

Comparing the location of women victims at the time they were harassed with the location of all women shows that some campus locations have disproportionately more sexual harassment victims (Table 14). Among faculty women, the School of Veterinary Medicine and the Medical Center have disproportionately more sexual harassment victims, while the Colleges of Agricultural and Environmental Sciences and Letters and Science show disproportionately fewer victims. These proportions vary, however, by the faculty members' particular status. Among women who were ladder faculty when they were harassed, 36% were in Agricultural and Environmental Sciences, 27% in Law, and 27% at UCDMC. Most faculty researchers were located either in Veterinary Medicine (53%) or in Agricultural and Environmental Sciences (20%), while almost all itnerns and residents (91%) were at UCDMC.

Comparing the location of women staff victims with the location of all staff women reveals that the College of Letters and Science has disproportionately more sexual harassment victims; UCDMC has disproportionately fewer. Like faculty, these proportions vary for staff of different statuses. Among managers, none of the victims was located in Letters and Science, the Graduate Division, or the campus administration. Among professional staff victims, 7% were located in Letters and Science; 43% at UCDMC. Among women who were office/clerical workers at the time they were harassed, 32% were located in Letters and Science.

TABLE 14

VICTIMS' UNIVERSITY LOCATION AT TIME OF HARASSMENT
VS. ALL WOMEN'S UNIVERSITY LOCATION

UNIVERSITY LOCATION[2]	UNIVERSITY STATUS[1]									
	Faculty		Staff		Undergraduates		Graduate Students		Professional Students	
	Victims	All women	Victims	All women	Victims	All women	Victims	All women	Victims	All women
College of Agricultural & Environmental Sciences	12%	21%	9%	8%	26%	37%	0	0	0	0
College of Engineering	0	1	0	1	0	5	0	0	0	0
College of Letters & Sci.	2	29	17	5	74	59	0	0	0	0
Graduate Division	0	0	7	1	0	0	100%	100%	0	0
School of Administration	0	0	0	0	0	0	0	0	3%	2%
School of Law	9	5	0	1	0	0	0	0	19	32
School of Medicine	5	6	1	1	0	0	0	0	42	32
School of Vet. Medicine	14	5	10	5	0	0	0	0	36	34
UC Davis Medical Center	51	23	31	54	0	0	0	0	0	0
Shields Library or branch	5	7	7	3	0	0	0	0	0	0
Organized Research Unit	0	1	0	2	0	0	0	0	0	0
University Extension	0	0	0	1	0	0	0	0	0	0
Campus Administration	4	0	15	8	0	0	0	0	0	0
Student Affairs	0	0	4	9	0	0	0	0	0	0
Physical Plant	0	0	0	1	0	0	0	0	0	0
Total[3]:	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

[1]Victims' status at the time of harassment.
[2]Victims' location at the time of harassment
[3]Columns may not total 100% due to rounding

Among professional school students, disproportionately more victims are enrolled in the School of Medicine; fewer are in the School of Law. Of the 42% of professional school victims who were medical students, 31% were actually at UCDMC when they were harassed; only 11% were physically at the School of Medicine.

Among undergraduate victims, disproportionately more are in the College of Letters and Science, but the number of undergraduate victims on which this distribution by location is based is quite small.

Recency of sexual harassment incidents

Respondents were not asked to limit their reports of a personal experience of sexual harassment to a fixed time frame, so the incidence rates shown in Tables 10 through 12 are cumulative over time. Most victims (80%), however, reported on an experience of sexual harassment that occurred during the three academic years prior to the administration of the survey (1979/80 through 1981/82). Twelve percent of faculty victims, 16% of staff victims, none of the undergraduates, and 5% of graduate/professional student victims indicated they were being sexually harassed at the time the survey was administered (April 1982). Many women say the sexual harassment had continued over two or more years; only the most recent time period is reported in Table 15.

TABLE 15

ACADEMIC YEAR OF VICTIMS' SEXUAL HARASSMENT EXPERIENCES
(in percent of women victims)

VICTIMS' CURRENT UNIVERSITY STATUS	ACADEMIC YEAR 1981-82	1980-81	1979-80	1978-79 or earlier	Total
All women	28%	30%	21%	20%	100%
Faculty	40	6	21	33	100%
Staff	21	32	22	25	100%
Undergraduates	29	43	14	14	100%
Graduate/prof. students	46	21	26	7	100%

Perpetrators of Sexual Harassment

In the specific, individual cases women victims describe in detail in the questionnaire, all the harassors were men. About half (53%) of the women victims have been sexually harassed at UCD by more than one man. Undergraduates are most likely to have been harassed by just one man (67%); staff women were most likely to have been harassed by two or more men (61%).

Faculty men were the harassors in 61% of the personal experiences of sexual harassment women respondents describe. Staff men were the harassors in 37% of the harassment experiences; students were the harassors in 2% of the cases. In comparison, faculty and staff men comprise 14% and 19%, respectively, of the total population of UC Davis men; the remaining 67% are students. Most women who were faculty or students at the time were harassed by faculty men; a majority of staff women were harassed by staff men. Table 16 compares the status of the victims with the status of the harassor.

TABLE 16

VICTIM STATUS BY HARASSOR STATUS
AT TIME OF HARASSMENT
(in percent of women victims)

VICTIMS' STATUS	HARASSORS' STATUS				
	Faculty	Staff	Under-graduates	Graduate/ prof. students	Total
Faculty	86%	16%	0%	0%	100%
Staff	40	57	0	2	100%
Undergraduates	95	4	0	0	100%
Graduate/prof. students	77	20	3	0	100%
All victims:	61%	37%	1%	1%	100%

Full and associate professors and lecturers with employment security were responsible for much of the sexual harassment perpetrated by faculty on other faculty or on staff. Among women victims, 64% of the ladder faculty, 48% of the interns/residents, 57% of the researchers, 40% of the staff managers and 29% of the office/clerical staff were harassed by full or associate professors or lecturers with employment security. Data at this level of detail are not available on victims who were undergraduate or graduate/professional students at the time.

Harassors were of all ages. Nineteen percent were in their twenties, 24% in their thirties, 28% in their forties and 23% in their fifties.

Relationship Between Harassors and Victims

Seven in ten women (71%) were harassed by a man with a higher status position than their own (Table 17). Undergraduates were most often harassed by their teachers (67%), as were graduate/professional students (61%). Staff victims were most often harassed by supervisors (31%) and co-workers (33%); faculty victims by senior or supervising faculty (40%).

TABLE 17

OFFICIAL AND PRIMARY RELATIONSHIP
BETWEEN HARASSORS AND VICTIMS
(in percent of women victims)

HARASSOR'S RELATIONSHIP TO VICTIM	
Superior	71%
Teacher, major advisor, department chair	28
Supervisor, department head, employer	27
Senior faculty or staff person (without direct authority)	16
Peer/other university individual	29%
Co-worker, colleague	19
A University employee (no work/academic relationship)	9
Employee or student	1

Behavior of Harassors

Of eleven kinds of unwanted sexual behavior listed on the questionnaire, sexual comments, jokes and questions and sexually suggestive looks and gestures were experienced by three-quarters of the harassment victims Table 18). About half the victims report the harassor pressured them for dates or sex or deliberately touched them in a sexual manner. Twelve percent of the women report the harassor attempted sexual relations or sexual assault.

Although the behaviors in Table 18 are generally listed in order from least to most severe, it is important to recognize that each of these behaviors can range from minor to very serious in nature. Sexual touching, for example, may take the form of a harassor "accidentally" brushing against a victim or pinning the victim against the wall. Extreme behaviors, such as sexual assault or unwanted sexual relations, by definition, are very serious.

TABLE 18

SEXUAL BEHAVIORS EXPERIENCED BY VICTIMS
BY TYPE OF BEHAVIOR
(in percent of women victims[1])

TYPE OF BEHAVIOR	
Unwanted display of pornographic pictures, posters, cartoons or other materials	17%
Unwanted sexual jokes or comments about your gender	74
Unwanted sexual jokes, suggestions, comments or questions about you, your physical attributes or appearance	73
Unwanted sexually suggestive looks or gestures	71
Unwanted letters, phone calls, or visits	37
Unwanted pressure for dates, lunch, cocktails	48
Unwanted direct or indirect pressure for sexual activity with you	52
Unwanted and deliberate sexual touching	54
Attempted sexual relations or attempted sexual assault	12
Sexual relations	9
Sexual assault	3

[1]Percentages do not total 100 because respondents could mark more than one type of behavior.

More than other women, graduate/professional students say the harassor joked or remarked about their appearance or looked or gestured at them in sexually suggestive ways. Along with faculty women, they were less likely to have received letters, calls or visits or been pressured for dates. Undergraduates were less likely than other victims to have experienced personal remarks or suggestive looks or gestures or to have had sexual relations with the harassor.

Only a few of the sexual harassment cases were one-time incidents. Seventy-nine percent of the victims say the harassment occurred as a series of incidents over time. The repetitive nature of the harassment is also evident in the women's reports of the frequency of the harassor's behavior. Most women say the behaviors they experienced occurred several times or many times (Table 19). This was true for all types of behavior.

TABLE 19

FREQUENCY OF HARASSOR BEHAVIOR
(in percent of women victims)

TYPE OF BEHAVIOR[1]	FREQUENCY Once	Several times	Many times	All the time	Total[2]
Sexual pictures	30%	53%	6%	11%	100%
Sexual remarks about women	14	39	30	16	100%
Sexual remarks about you	9	42	42	7	100%
Suggestive looks, gestures	14	44	34	7	100%
Letters, calls, visits	11	49	41	--	100%
Pressure for dates	17	43	40	--	100%
Pressure for sex	36	42	22	--	100%
Sexual touching	31	38	30	1	100%
Attempted sexual relations	18	52	29	--	100%
Sexual relations	37	34	30	--	100%
Sexual assault	--	100	--	--	100%

[1] Descriptors are abbreviated; refer to Table 18 for full text.
[2] Rows may not total 100% due to rounding.

In addition to indicating which of the eleven listed behaviors they had experienced, women were asked in an open-ended question to describe in their own words how the harassor expressed sexual interest in them. Many women note he did so in several ways. Forty-two percent of the victims say the harassor embraced, kissed or otherwise touched them.

> He puts his arm around many women in the department; squeezing, rubbing, sometimes a type of caressing even. He does it in a joking way, and usually in front of others--you feel "tested" and put on the spot. It seems like no big deal, but it bothers us all.
> --staff member

> He touched me, looked me up and down, came too close, hugged me.
> --staff member

> His tactic is to press up next to you and practically force your face to be next to his in the elevator [and various rooms]. Once in his office he also started out giving me a brotherly hug that he kept going! --graduate student

At first, [it] was expressed as seemingly friendly gestures such as an arm around the shoulders and a quick hug, also verbal greetings such as "hello beautiful," or "hello honey." These verbal greetings progressed to dirty jokes and eventually an open invitation to sleep with him. Likewise the friendly gestures became actual fondling of my breasts and buttocks. --undergraduate

About a third of the victims (35%) say the harassor made sexual comments or innuendoes about them or about women in general.

He made repeated comments about my appearance, sexual innuendoes by the score, and consistently took my gender into account when it had no bearing. Example: I asked for advice on how to get into a particular profession. His suggestion was: "Wear the dress you're wearing to the interview." Period. --undergraduate

[He was] constantly asking me to come to his office, locking the door, asking for my phone number, making sexual comments, and asking if he could come over. --undergraduate

He did not express sexual interest in me directly, but suggested and spread rumors that I was having an affair with another faculty member with whom I worked. [He called] me "nicknames" with sexual implications. It was done in a light and "kidding" manner but was done in front of other people and was extremely embarrassing to me at the time. --professional school student

Nearly a quarter of the women (23%) were invited for dates or other activities; 8% were directly propositioned.

He was very direct. He said that he wanted to have a sexual relationship with me. He was also very attentive; he asked me to lunch frequently, called often, dropped by. --faculty member

He commented about my jeans being rather tight and then suggested I come up to his office sometime. When I asked: "what about?", he replied, "you know." --graduate student

He waited for me to be alone in a large filing room with narrow aisles and cornered me in one of the aisles while he talked about wanting to go out with me and have intercourse. While talking, he attempted to touch me. --undergraduate

He invited me for dates, weekends; suggested sexual activities.
--undergraduate

The professor did not push physically or verbally. He put down the circumstances (grade dependent on behavior) and left it at that. --undergraduate

Fourteen percent of the women mention that the harassor stared at them or looked them up and down; 12% say he flirted and told offensive jokes; 10% note he asked personal questions (about their marital status, for example).

Victim Response to Sexual Harassment and Harassor Persistence

Seventy-three percent of the women victims made it known to the harassor that his sexual advances or innuendoes were unwelcome. In 70% of the cases where the harassor was made aware his behavior was unwelcome, he persisted in that behavior (Table 20). Undergraduates were less likely than others to have made it clear the attention was unwanted. Harassors who learned their behavior was offensive were more likely to stop if their victims were faculty members or graduate/professional students than if they were staff workers or undergraduates.

TABLE 20

PERCENT OF VICTIMS WHO TOLD HARASSOR TO STOP
AND HARASSORS WHO PERSISTED

	Victims who made harassor aware his behavior was unwelcome	Of harassors made aware their behavior was unwanted, percent of those who persisted
All women	73%	70%
Faculty	65	57
Staff	79	68
Undergraduates	57	100
Graduate/prof. students	78	56

Among the women who made the harassor aware his behavior was unwelcome (73%), 73% say they verbally told the harassor to stop. Among these, 27% note that they confronted the harassor and were very straightforward and clear in their dislike, 7% mention that they were diplomatic or subtle in their approach (often asking rather than telling the harassor to stop), and 39% gave no indication of their attitude.

> I told him I do not socialize with people (men) I work with in a supervisory situation. He thought this was a challenge, so he persisted. --faculty member

> When he did not pick up on my subtle hints that I was not interested, I told him I would inform his wife regarding his behavior. --staff member

> A group (3) of the women in the office finally openly confronted the supervisor and informed him that we wanted him to stop it immediately. --staff member

I made it clear that the attention I got at work should be based on my performance as a staff member and not whether I was a "good looking" addition to the office. I let him know that although his comments and actions could be considered ambiguous, I took them personally and felt uncomfortable with that sort of attention in a work environment. He cut back a bit, but never really let up. My reaction certainly didn't change his behavior to other women.
--staff member

I asked him not to kiss me; [told him] that I didn't appreciate it. He'd act as if he'd lost his memory--I'd told him consistently to leave me alone. Verbal and physical (pulling away from him) response on my part were not understood or respected.
--staff member

I confronted him, saying it was obvious to observers what was happening and it would hurt both of our careers.
--graduate student

Twenty-nine percent of the women victims who made the harassor aware his attention was unwanted did so indirectly, by avoiding or ignoring him. Some women combined this approach with telling the harassor to stop or other methods. Undergraduates were particularly inclined to use this tactic: 67% say they avoided or ignored the harassor. Graduate and professional school students were more likely (83%) to tell the harassor to stop than were other women, but were less likely (13%) to avoid or ignore the harassor.

I'm ashamed to admit that I just squirmed free, tried to laugh it off and began avoiding him. I was trying to earn my MA and didn't want him to fail my exam! --graduate student

Initially I did not recognize the advances as sexual assault, and rejected them in the same manner as I would if they had been from a peer. After this continued for some time I avoided contact as much as possible. --undergraduate

I expressed annoyance and, in general, totally ignored his comments (in a pointed way). I wish I'd been more direct but...live and learn. --undergraduate

Ten percent of the women who made the harassor aware his behavior was unwanted say they acted as if the behavior was a joke. Faculty women were most likely (24%) to use this approach.

First I pretended not to understand, then treated him as if he was only joking, then wouldn't speak to him for a period of time until he apologized. After he apologized he would behave in a professional manner for a few weeks, then start again.
--staff member

I pretended that he was joking (perhaps he was) and said I was rather busy right then. In other words, I played dumb.
--graduate student

I joked back at first (uncomfortably!), then just didn't respond; would walk away. --professional school student

Of the harassed women who did not tell the harassor to stop (27%), 20% say they were too upset or uncertain or felt powerless, 25% didn't want to make a scene, especially in front of others, 31% weren't sure how to handle the situation, and 20% feared retaliation or the harassor's power. Faculty women were most likely to cite the harassor's power as a deterrent (43%); staff did not want to "rock the boat" or be viewed as "spoilsports" (50%). Undergraduates and graduate/professional students cite their dependence on the harassor, especially for grades. Graduate/professional students also note they were too intimidated.

I was scared and there were a lot of people around. --staff member

I was intimidated and uncertain how to respond. It could have been considered "flattery" rather than harassment.
--graduate student

I did not [tell him to stop] because he was a professor and I was a student and didn't believe I had the "right" to tell him to stop. I tried ignoring the comments and the gossip, denying the allegations when presented to me by "friends."
--professional school student

Tell a professor of his importance to shove it? Come on!
--graduate student

I didn't know how to react. --undergraduate

Coercion and Reprisal

Two-thirds of the undergraduate victims, 9% of the faculty victims, 26% of the staff victims and 7% of the graduate/professional school victims say the harassor directly or indirectly offered them something he thought they would want to have in return for sexual attention from them. The promise of job promotion or a better grade were the most common inducements; gifts, travel, dates, sex, and assistance with work or research were also mentioned.

I didn't even realize what was happening at first--[he] offered outside help with class. --undergraduate

The implication was that I would be taken care of (would be promoted, get tenure, etc.). --faculty member

Thirteen percent of the women victims report the harassor, prior to expressing sexual interest, had done something for them that he thought would make them feel sexually obligated. Assistance with work was most often mentioned, but victims were sometimes unsure whether helpfulness was linked to later sexual attention.

> He worked extensively on my project--more than called for under the circumstances. --graduate student

> He had secured a T.A. for me at an unusual time of year but this was never referred to at the time of the "sexual situation." --graduate student

> It is unclear [whether he wanted me to feel sexually obligated] since incidents began occurring about the same time as he hired me as research assistant, and after I received an award for the top grade in his class. I don't really think he intended for me to feel obligated. --professional school student

In 13% of the cases, the harassor threatened or implied reprisal if the victim did not cooperate. Most common were threats of job termination or denial of promotion. Says a staff member up for promotion:

> I was told that since I didn't want him as a friend I could call another person who had applied for the job and tell her she was hired.

An undergraduate whose grade was lowered due to her refusal says:

> It was implied that if I cooperated, we would both get what we wanted.

Reprisal occurred in 58% of the cases where it had been threatened and in 15% of cases where it had not been threatened. Overall, 19% of the harassed women say the harassor took action against them. Most commonly, the harassor would not cooperate with the victim, excluded her from professional activities, distanced himself, or stopped effectively supervising. Victims also note they received poor performance evaluations low grades; and were terminated, or denied promotion. Harassors sometimes spread negative rumors about the victim, tried to ruin her reputation, or made negative comments to her supervisor.

> I was excluded from professional meetings, and from contact with visiting professionals (i.e. by not allowing me to know about professional opportunities due to breakdown of communications). --faculty member

> He gave me a poor letter of recommendation; in the past he had written very positive ones. He made negative comments to a mutual supervisor regarding my work. --faculty member

My job was subsequently taken over by the next person he decided to have an affair with. --faculty member

He stopped effectively supervising us [women in the office], by keeping his dealings with us to a minimum. Bad appraisals followed when excellent ones had been received in the past.
--staff member

[He sent] letters telling me I had problems! --staff member

[I experienced) cold, unfriendly distancing by him. --staff member

I didn't get the job and he told the new person I was hard to get along with and other negative comments. --graduate student

[I received] my lowest grade in his class--[I'm] not sure if there is a correlation. --professional school student

[I had] no further access to this faculty member.
--graduate student

Though indirect, the result was that he did not cooperate readily when something needed to be done which often made my job much more difficult. --undergraduate

[I lacked] assigned work--I was in a paid-by-the-hour position--as well as the later implication to release me during a 6-month trial period when I achieved staff status.
--undergraduate and then staff member

Effects on Victims of Harassor Behavior

Asked to check which of four general types of effects they had experienced, victims most often said the harassor's behavior created an intimidating, hostile or offensive environment. One-fourth of the women say the behavior affected their performance; one-fourth also say their job or instruction depended on tolerating the behavior (Table 21). Undergraduate victims were especially likely to say their performance was affected but none say their compliance with or rejection of the harassor was used in evaluating their performance. "Other" effects noted by victims were primarily psychological ones: embarrassment, anger, fear, intimidation, and stress.

TABLE 21

EFFECT OF HARASSORS' BEHAVIOR ON VICTIMS
(in percent of women victims[1])

EFFECT	All Women	VICTIMS' STATUS Faculty	Staff	Under-graduate	Graduate/ prof. students
Created an intimidating, hostile or offensive environment	68%	89%	69%	43%	87%
Unreasonably interfered with victim's performance	26	16	21	43	30
Victim's job, instruction, opportunities or other University activity depended, in some way, on whether she tolerated or rejected the attention	24	18	25	28	17
Victim's reaction to the attention was used in evaluating her academic or work performance	15	19	20	0	13
Other effect	21	6	27	14	19

[1]Columns do not total 100% because respondents could mark more than one effect.

Academic, professional and work effects

Asked to describe in their own words the academic or work-related consequences of sexual harassment, 43% of the victims write that the harassment reduced their work efficiency and effectiveness, led to poor performance evaluations or termination, or weakened their interest and ambition.

> It made me angry, defensive and hostile, leading to a poor evaluation of my performance by him. --faculty member

> [It was] difficult to maintain necessary communication with his office; [I] wasn't taken seriously by him. --staff member

> I am indecisive about my job now; tasks and motives are second-guessed and take more time. I make efforts to protect myself and take fewer risks. --staff member

I try to avoid having to deal with the person and am not always able to get work done in an efficient manner. --staff member

My job grew less and less meaningful. I felt incompetent.
--faculty member

It really got in the way of the work I wanted to do; time was wasted on innuendo, etc. My work reputation may have suffered since my productivity was certainly reduced. --staff member

I believe I will never be able to move up the ladder to a supervisor position. I feel because I didn't give in I wasn't given any responsibility and never will be. --staff member

Forty percent of the women victims note their discomfort with the situation: embarrassment, uneasiness, tension, frustration, pressure and nervousness--in general or with specific reference to working with the harassor--are common outcomes.

I got tense and couldn't think straignt. --staff member

I was hesitant to enter work area where this person was. I found [his behavior] distracting and an irritant. --staff member

[It was an] embarrassment to continue working in the office which he frequented. --staff member

[I experienced] nervousness, fear of confrontation, and fear that he might make a scene or take everything personally and ruin our work relationship. --staff member

Harassed faculty (41%) and graduate/professional students (57%) describe academic consequences. Students felt precluded from taking classes from the harassor, seeking his assistance and advice or developing a collegial relationship. Some note their academic progress was hampered. Faculty and students both say tension and worry interfered with their studies, concentration, and classroom competence. Twenty percent of the harassed graduate/professional women are fearful of working late or alone in laboratories or offices.

I experienced a problem concentrating on my writing and spent many hours talking to others regarding ways to stop this assault.
--faculty member

I became cynical about what tenure actually meant. --faculty member

[I was] generally uncomfortable in my office because he would stop by unexpectedly--I tended to avoid working there. --faculty member

It was difficult to go to lab knowing that he was there. It was difficult to concentrate on the work being done.
--professional school student

[I was] uncomfortable, and unable to ask for assistance from him for some time thereafter. Since he was chairman, this made several aspects of graduate life difficult. --graduate student

[I was] afraid to go into the lab at night, especially late when the building was empty. I tried to not be seen by him.
--graduate student

[I was] intimidated, and eventually completed the minimal work to pass the course, but never completed the project to the publishing stages so that my contact was not extensive. --graduate student

I am precluded (by my choice) from taking further classes from him. --professional school student
It interfered with class work and was an emotional strain.
--undergraduate

I didn't get the help I needed (i.e., major advising) because it would have involved putting up with all those comments. So I generally stayed away. --undergraduate

I did not go to class. --undergraduate

Fourteen percent of the victims note secondary effects from the harassment: uncooperativeness on the part of the harassor's associates, co-workers' mistrust due to perceived favoritism by the harassor, the spread of negative rumors, and a wariness about work relationships with men.

I have resolved it but I am still suspicious of close work relationships with men. --faculty member

Other male faculty refused to work with me. [I] feel alienated from academic work. --graduate student

[I experience] discomfort with the other members of my department, which does affect my progress. --graduate student

My refusal was seen by the men...as "bitchiness" on my part, and as a result I got little cooperation or assistance when I needed it most. This made my job a lot harder. --undergraduate

[I am] extremely apprehensive about working with male co-workers.
--staff member

Psychological effects

Sexual harassment produced a range of psychological reactions from the victims. When asked to describe in their own words the personal and emotional effects the harassor's behavior had on them, 37% of the women said they felt angry, disgusted and resentful.

> [I experienced no effects] except anger and resentment both at that person and myself for having no means to stop the comments.
> --faculty member

> [I felt] frustration and anger at being treated as an object.
> --staff member

> He made me feel angry and humiliated.
> --staff member

> It makes me very angry with myself that I allow this person to intimidate me. I am not afraid of losing my job but obviously I am not assertive enough to put him in his place. At the same time, the actions, comments are not so blatantly offensive to onlookers and, usually catch me by surprise. It's obvious I have to deal with this. --staff member

> [I felt] anger, annoyance, guilt, hostility and resentment for having to deal with the problem in the first place.
> --undergraduate

> I felt used; I felt like a thing, as though the only thing that would have qualified me for the job would have been to "please" him in some way. Now that I look back, I feel frustrated and angry. --undergraduate

> I was angry and disgusted at the time. I also felt sorry for him as a person. --undergraduate

> I felt more angry than fearful. I guess I thought he would never do anything violent or uncontrollable, and I felt no hesitation about calling the campus police if an uncontrollable situation did arise. --undergraduate

> [I was] angry at not being taken seriously as a scholar. I was treated merely as a young girl. --graduate student

A third of the harassed women note they were embarrassed, uncomfortable and upset by the harassment.

> I felt the need to try anything to keep from being alone with him. My skin would crawl just thinking about him and I lost an enormous amount of respect for him even though he was outstanding in his field. --staff member

It upset me for quite a while and made me angry that I was put in that position. Also I felt odd that it had not happened to any of my female co-workers and therefore why was I singled out?
--staff member

[It] makes me uncomfortable to see him in the halls. Generally, [I felt] disgust at his lack of discretion and "professionalism."
--professional school student

Twenty-two percent of the victims mention the harassment caused tension, anxiety, and stress.

I developed anxiety. I was also shocked and embarrassed. I was concerned that I had brought it on, that I was to blame.
--faculty member

[It caused] confusion in my personal life and a general emotional tension, especially because this is someone I will be working with for at least another year, since he is my thesis advisor. It is very difficult to react well to a "seduction." It is not a "direct" threat, nor is it a cold bargain. In some ways it's worse because now I feel that I should have been able to stop it and I feel partially responsible and guilty. --graduate student

Women also mention feeling fearful (9%), more cautious about relationships with others (9%), less confident and more self-conscious (7%), powerless and uncertain (6%), and depressed (5%).

[I was] scared, unsure of what was going on, or what would be done to me. I didn't know what would happen to my grade.
--undergraduate

[I experienced] intense fear, and self doubt. --undergraduate

I felt so weak for not being able to get angry at him; I felt very indecisive. But it helped to learn that several women graduate students in the department have been accosted by him. He's notorious, yet no one (not the department chair, etc.) does anything. --graduate student

[I experienced] depression and a helpless feeling about how to resolve the situation. --graduate student

I was extremely self-conscious and defensive, and was worried that my peers and faculty members would believe that my good grades...were the result of my having sex with one of the faculty.
--professional school student

I learned very quickly the name of the game is smile and take it.
--professional school student

I don't smile at as many people. --graduate student

Ending Sexual Harassment Incidents

Victims were asked to describe in their own words how the situation between themselves and the harassor was resolved. Of those who answered this question, 86% mention some resolution; 10% say the harassment was occurring at the time the survey was conducted; and 4% say the harassment was never satisfactorily resolved but no longer continues. Those who did cite some resolution describe various strategies (Table 22). A majority say the situation was resolved because of actions they took themselves.

TABLE 22

REPLIES TO OPEN-ENDED QUESTION:
"HOW WAS THE SITUATION BETWEEN YOU FINALLY RESOLVED?"
(in percent of women victims)

RESOLUTION	
Victim told harassor to stop	23%
Victim avoided harassor	13
Victim ignored harassor	10
Victim reported harassment	7
Victim gave up/gave in	4
Other victim action:	2
Victim's class/work ended	12
Harassor's class/work ended	12
Harassor gave up/lost interest	3
Other harassor action	2
Victim never saw harassor again	6
Victim/harassor worked it out	3
Time, distance	2
Supervisor intervened	1
Total:	100%

Getting the harassor to desist by telling him to stop was the most common tactic for resolving the situation. Staff and graduate/professional women, in particular, used it with success.

> When he was serious about [his] advances, I explained my lack of interest clearly and firmly. There has been no problem since.
> --staff member

I told him I would report him if he didn't stop. --staff member

He stopped making comments at/to me when I'd told him several times to stop. --graduate student

Consistent negative replies were enough to thwart him.
--professional school student

Harassment also stopped when victims or harassors left their jobs (voluntarily or involuntarily), finished assignments, earned degrees, left their departments (by choice or involuntarily) or completed or dropped courses.

I left to return to an original assignment with the University. As far as I know he still has the same modus operandi.
--staff member

I got a bad evaluation and was transferred out of the department.
--faculty member

I can't say it ever was truly resolved. I finally got a promotion but only because he was afraid I would file a grievance with another woman I knew he had been harassing. Later he was promoted out of the department. --staff member

I ignored the comments, eventually was rude to the person (in response to these comments)--and he left the University.
--staff member

Avoidance was also used to end the sexual harassment: faculty, undergraduates and graduate/professional students employed this tactic. Some victims viewed avoidance as an end to the harassment but not as a resolution of the problem per se.

It hasn't been. I avoid the possibility of contact as much as I can. In the recent episodes I have made it clear by pushing him away that I do not welcome such contacts. --staff member

I keep out of his way as far as possible, and make sure there is someone present when I can't. --graduate student

I just began avoiding him. I also talked a lot about my boyfriend to him. And I would always ask him how his wife and children were. Imagine! --graduate student

[There was] no actual resolution except avoidance.
--graduate student

I explained to him clearly that his attentions were unwelcome. I also planned, from then on, not to be caught alone in the same room with him. It sometimes meant asking someone else to bring files to his office or asking someone (or manufacturing a reason) not to leave my office while he was there. --undergraduate

Survey Results IV:
Victims' Awareness and Use of Campus Resources To Resolve Sexual Harassment

Victims' use of existing campus resources

Of victims who responded to an open-ended question about their use of campus resources, 84% did not turn to any existing campus resources (such as a counselor, supervisor or department chair) to end the sexual harassment they were experiencing. Of those who did not seek institutional help, 39% give no reason or say they talked only with the harassor. The 61% who did supply explanations for not using campus services had diverse reasons that did not reveal any particular consensus.

Eleven percent of those who did not seek University assistance say their experience was not serious enough or did not threaten their job or well-being enough to warrant outside intervention.

> I don't want to cause trouble unless force is being used or my job is on the line. --staff member

> I didn't feel it was that serious. --staff member

Ten percent of those who did not turn to the University for help write that they feared reprisal for reporting or thought doing so would only further hinder their work or their necessary relationship with the harassor.

> I am certain the department chair wouldn't have known what to do, but my faculty supervisor certainly would have done something--but I was afraid to speak. --staff member

> The tension at work would have been unbearable. --staff member

> I only spoke with the person harassing me. It is a very precarious situation when you must work very closely with someone, and I am reticent about the results of involving others in the problem and perhaps escalating the difficulties in my relationship with my advisor. --graduate student

> [I was] fearful of jeopardizing my grades; [it would have been] my word against his. --undergraduate

Nine percent mention that help from campus resources would not have changed their situation or think they would not have been believed, either because it would have been their word against the harassor's, or because they had no proof.

> No one in my lab would have been receptive to such a discussion. --faculty member

It is considered "bad taste" to discuss such things. Besides, all the weight is on his side. He would just deny it. --faculty member

I felt it would make me look as if I was making "something out of nothing." He outranked me, and none of the witnesses would have stood up for me. --staff member

I did not think anyone would believe it was occurring.
--staff member

I did not use any resources; I did not want to cause a fuss. Besides, it was often subtle harassment and his word against mine!
--professional school student

A few women (7%) who did not seek campus assistance were not aware resources were available to them, were too embarrassed to use them, or just didn't want to "make a fuss."

I didn't file a complaint or talk to anyone because I thought I was the one with the abnormal behavior. --faculty member

At the time I thought it was my own problem, or no one would help. I did not want to create a fuss. --faculty member

I used no resources because I was too embarrassed, and I thought other people would think I was making a big fuss over nothing.
--staff member

I talked to the person, but did not realize that anyone else might be interested to help or could help, for that matter.
--graduate student

Seven percent of the victims who did not solicit institutional assistance mention seeking advice and support from friends or senior colleagues on the campus.

I talked to fellow female graduate students and a female professor in the department. Since I got my MA and was able to avoid dealing with him, I did not pursue it. I would have joined in a group complaint if someone had asked me to. --graduate student

I complained to co-workers, also recipients of harassment; all resisted and complained to the person, and ridiculed him.
--faculty member

Among the women who did seek University assistance (16%), half turned to their supervisors or department chairs; half contacted campus service providers such as Employee Relations and Development, the Women's Center, the Counseling Center and the Dean of Women.

I talked to my supervisor (male) and asked him to talk to the individual but he refused and thought it silly that I was embarrassed. --faculty member

The situation was pretty ambiguous and I didn't have much of a case. I did discuss it with my supervisor who told me that I was a big girl and that if I found the behavior offensive I had the responsibility to deal directly with the person harassing me.
--staff member

I talked to my employer who spoke to the individual. It didn't seem to do much good. --professional school student

Victims' attitudes toward the UC Davis special counseling and complaint process

In 1980-81, the year prior to the conduct of the survey, UC Davis instituted a special procedure that enables victims of sexual harassment to receive confidential counseling from a trained sexual harassment counselor and to register an informal or formal complaint. Information on the new procedure was disseminated to the campus during 1981-82 through a memo to deans, directors, chairpersons and administrative officers, articles in the California Aggie, and bookmarks distributed around the campus.

The questionnaire first asked respondents if they knew about the new procedure, and then described it as a way for "a victim of sexual harassment to receive confidential counseling and to register an informal or formal complaint with a trained sexual harassment counselor." Respondents were then asked if they would use the procedure. About half (48%) of the survey respondents who had been sexually harassed knew the University had a new special procedure for dealing with cases of sexual harassment. Staff and graduate/professional school victims (54% and 53%, respectively) were more aware of the procedure than faculty (30%) or undergraduate (33%) victims.

Three-quarters of the sexual harassment victims would not have used the special procedure had it been in place when they were being harassed. Twenty-six percent of the victims say they would have used the procedure, but those who were familiar with the procedure before completing the questionnaire were less inclined to use it than those who had not known about it previously, as Table 23 illustrates. Two percent of the faculty, 3% of the staff and none of the students had already made use of the process.

TABLE 23

REPLIES TO:
"WOULD YOU HAVE USED THE SEXUAL HARASSMENT PROCEDURE
IF IT HAD BEEN IN PLACE WHEN YOU WERE BEING SEXUALLY HARASSED?"
(in percent of women victims)

VICTIM STATUS	REPLIES				
	YES	Yes, and previously knew about procedure	Yes, but did not previously know about procedure	NO	TOTAL
All women	26%	19%	45%	74%	100%
Faculty	28	14	32	72	100%
Staff	29	19	36	71	100%
Undergraduates	40	0	67	60	100%
Graduate/prof. students	34	31	37	66	100%

In response to an open-ended question, victims who would not have used the new campus procedure say that the sexual harassment they experienced was not serious enough to justify outside help (37%); that they felt they handled the situation adequately themselves or preferred to do so (25%); or that they did not think using the procedure would have improved their situation (17%), or even might have made it worse because of reprisal or lack of confidentiality (23%).

I was too embarrassed that I was the cause and also too concerned that the word would get out and be traced back so that I would be in a vulnerable position. Also, there was no "proof," except of verbal conversations I reported to my friends. --faculty member

Honestly? Fear of damaging my career. --faculty member

[The procedure isn't] likely to help--and I need to keep working with this guy. Also, it's hard to prove someone's staring at you. I would probably also be labeled a "poor sport" and "overly sensitive." --faculty member

I felt I could work it out, and fear of reprisal. --staff member

I did not feel my incident was something I could not handle directly. I would have referred others to it, however.
--staff member

I wouldn't want to get in any trouble. --staff member

I think there would be repercussions if the person found out.
--staff member

It doesn't do any good--all I would have done is lost my job. It has happened before--here. --staff member

Although the incident was humiliating to me, I didn't think it was extreme enough to warrant a complaint. --staff member

My job wasn't threatened, and I felt I could deal with it myself.
--staff member

My case was not very serious and I knew I could handle it myself.
--graduate student

My experiences have all been minor and have never gotten "out of hand." They made me feel uncomfortable (and then angry) but at no time did I feel physically threatened.
--professional school student

I don't trust its confidentiality. I think I'd end up getting "screwed." --professional school student

I considered going to the law school and looking someone up...but any complaint (formal or informal) would seem to endanger a person's status too much!! I would have sought just the counseling. --graduate student

Thirteen percent of the victims who would not have used the procedure in the case they describe on the questionnaire, say they would have used it if the harassment had been more severe, had continued or worsened, or if it had not been successfully resolved.

I would have used this procedure only if I had not succeeded in terminating the situation myself. --staff member

It did not get to the point of personal assault. If it did, I would use these procedures. --professional school student

I would have [used the procedure] if the harassment had continued after I had spoken with my supervisor. But it wasn't an extreme form of harassment and I trust my supervisor to handle it in an appropriate manner. --faculty member

I wouldn't have used [the process] in the case described here, simply because it was only one incident. If I were the victim of ongoing harassment, or if I were being harassed by a faculty member, I certainly would use this process. --graduate student

I prefer to work directly with those people who offend me. Had my livelihood or academic status been jeopardized, I would have filed a complaint, however. --undergraduate

Of the 26% of victims who say they would have used the special process, 18% would have used it to take action, 17% would have wanted advice on how to respond, and 14% would have wanted assurance or simply someone to talk to about the problem. Half the victims do not say why they would have used the process.

> My lack of action has reinforced his behavior--there's no reason for him to stop! --staff member
>
> It would have relieved some anxiety. --staff member
>
> I want to know how to respond to it if it happens again. --graduate student
>
> It would have done me good to speak with someone at the time but I would have been reticent about registering any sort of complaint. --graduate student
>
> I needed counseling assurance that it wasn't me. --undergraduate
>
> Yes, [I would have used the special process] if I knew or thought anything would have been done. At the very least it would have helped to have had someone to talk to. --undergraduate

Victims' Attitudes Toward a Sexual Harassment Hotline

Twenty-seven percent of the sexual harassment victims say they would have used a campus sexual harassment hotline if it had been available at the time they were being harassed; 35% were not sure, and 37% would not. Victims' reasons for using or not using a hotline were similar to their explanations of why they did or did not seek assistance from existing campus resources and why they would or would not have used the new special process for sexual harassment victims.

Among victims who would not have used a hotline, some (18%) do not say why, but 23% say they would have used it if their situation had been more serious or had not been resolved, 21% say it would not have helped or they did not want to create problems; 12% say the harassment they experienced was not serious or dangerous enough to require hotline assistance.

Most of the women unsure as to whether they would use a hotline did not say why (58%) but 19% say they might have used it if the situation had been more serious. Eleven percent say they might be too timid or fearful of being caught calling.

Victims who would use a hotline would do so for advice on how to handle the situation (24%) or because it "might have helped" in some general way (21%). Only 2% mention the convenient, fast, anonymous features of a hotline as a reason for using it.

DISCUSSION

Drawing on the survey data presented in the previous chapter, this section presents a comprehensive picture of sexual harassment at UC Davis. Comparisons with research findings from other institutions are included where possible. While generalizations about the extent and nature of sexual harassment are drawn, differences in the attitudes and experiences of faculty, staff and students, and the uniqueness of each case of sexual harassment should be remembered.

The survey results describe what is, but rarely explain why: why respondents believe what they do, why some kinds of people harass or are harassed more than others, why victims have not used campus resources, and so on. Where appropriate, possible explanations for the survey findings are offered.

Awareness of sexual harassment at UC Davis

From the perspective of the University, "sexual harassment at UC Davis" is limited to specific kinds of behaviors, effects, settings, and interpersonal relationships. The survey results suggest, however, that when respondents describe sexual harassment, they refer to a wider array of behaviors, effects, locations and types of relationships than those the University considers part of sexual harassment. Some respondents, particularly men and undergraduates, who thought they had observed an instance of sexual harassment or had been personally harassed, described situations that probably would not be considered sexual harassment by the University; for example, encounters between students in non-University settings, verbal or physical assaults by strangers, and sexual attention which had no negative effect or was taken as a compliment.

Just as some respondents define sexual harassment more broadly than does the University, some cite reasons for why sexual harassment occurs that are given little credence by those who have examined the research on sexual harassment. Most theorists do not believe that sexual harassment is caused by sex drive or sex differences. Some respondents, however, said that sexual harassment is an inherent part of human male/female interactions or that it is a manifestation of sex drive or sexual attraction. Men and undergraduates were particularly likely to suggest these sorts of causes.

A majority of men respondents and a third of women respondents are uncertain whether sexual harassment occurs at UC Davis, yet most perceive it as a campus problem. One possible explanation for this apparent contradiction, particularly on the part of men, is that those who do not know whether sexual harassment occurs acknowledge that if or when it did occur, it would be a problem. Men were much more likely than women respondents to believe sexual harassment is a small or non-existent campus problem. This was true at Iowa, Berkeley, and Arizona State as well. For example, two-thirds of the Iowa women faculty and staff thought sexual harassment was a serious problem, while two-thirds of the men faculty and staff thought it a minor or unimportant problem.

Several related factors may explain these findings on respondents' attitudes about sexual harassment. First, sexual harassment is a relatively "new" social issue; that is, it is a problem only recently named, brought to public attention, confirmed through research, and discussed openly. Complicating this newness, sexual harassment is an inherently complex subject; individual cases are highly variable and situation-dependent so generalizations are difficult to draw; and groups and individuals knowledgeable about the topic, while in general agreement, differ on the specifics of what sexual harassment is and why it occurs. As a consequence, respondents may have heard the term "sexual harassment" and have a sense of what it means, but may not understand it well enough to distinguish it from other forms of sex discrimination, from sexual attention that is unexpected but not unpleasant (the word "harassment" itself carries a negative connotation overlooked by some respondents), or from a general sort of "hassling," "pass" or "come-on" that may be annoying but does not have substantive negative effects.

Second, at the time the survey was conducted, the University had just begun to educate the campus community about sexual harassment. Prior to 1982, the University's definition of sexual harassment and its policy statement prohibiting sexual harassment were the principal informational materials disseminated on-campus about sexual harassment. These were first promulgated in fall 1980 and summer 1981 through policy memoranda and in 1981-82 through articles in the California Aggie, bookmarks distributed around the campus, and information sessions for students and staff.

While publicizing the University's sexual harassment definition and policy represented a first educational effort, neither of these statements are especially helpful in clarifying what sexual harassment is--and, more importantly, is not--as the University sees it. The definition is general and legal in tone and wording, and as a result, its meaning is difficult to grasp, and it raises many unanswered questions. Neither the definition or the policy explains that the University considers only certain specific kinds of behaviors, effects, relationships and settings as constituting "sexual harassment at UC Davis," nor does it describe what those limitations are. As a result, respondents could have read the definition on the questionnaire and believed their situation constituted "sexual harassment at UC Davis" when, in fact, the University might not consider it such. For example, a woman student assaulted by a stranger while walking on campus, and a male faculty member propositioned by one of his female students, a woman student offended by the sexual advances of a male student at a party, or a woman employee not promoted due to sex discrimination all might believe themselves to be sexually harassed, according to the University definition of sexual harassment, but the University, depending on the particular circumstances of each case, probably would not.

Since the University's policy statement and definition had been the primary means of educating the campus community prior to the conduct of the survey, and neither of these acknowledges explicitly that sexual harassment exists at UCD or explains why it occurs, it is not surprising that some respondents are uncertain whether sexual harassment occurs at UCD and why it occurs.

Third, respondents' misunderstanding of what sexual harassment is and uncertainty as to whether it occurs at UC Davis may be partly attributable to the low visibility of sexual harassment at UCD. This and other research shows that few women who are sexually harassed discuss their situation with others or report the harassment, and the cases of those who do report it are usually not publicized by the victims or the University. As a result, actual incidents that confirm the reality of sexual harassment on the campus and define by example what sexual harassment is--and is not--are lacking. In addition, sexual harassment, like rape, is still something of a "hidden" issue, and despite information and research findings, people may have difficulty believing that it really happens, that it happens to people they know, and that it happens at UC Davis and not just "out there" until they or a close associate actually experience it. Since most women and men respondents did not know of an incident of sexual harassment at UCD and had not personally experienced it, their uncertainty of its existence at UC Davis is not surprising.

The survey results show that women respondents are more aware than men respondents of sexual harassment; more certain it occurs at UCD; and less likely to attribute it to sexual drive, human nature or a misunderstanding. Although the data do not indicate why this is, one possible explanation is that the issue is of greater salience to women. That women returned the questionnaire in substantially higher proportions than men (57% vs. 41%) may indicate that women, as potential and real victims of sexual harassment, are more concerned about or interested in the issue.

The results also show that undergraduate men and women respondents, compared with graduate/professional students, faculty and staff of either sex, are least informed about sexual harassment. Undergraduates are less likely than others to think sexual harassment occurs at UCD and more likely to describe personal or third-party incidents which the University would not consider to be sexual harassment. Undergraduate men and women respondents were especially likely to think sexual harassment was the product of sexual drive rather than social circumstances. Again, the survey results do not indicate why undergraduate respondents hold these attitudes, but one reason may be that they have had less personal exposure to sexual harassment than other respondent groups.

Extent of sexual harassment at UC Davis

Sexual harassment does occur at UC Davis. The survey results show that 13.5% of the women respondents and 1.1% of the men respondents have been sexually harassed during their tenure at UC Davis. Among the women respondents, approximately 20% of the faculty and staff, 17% of the graduate/professional school students and 7% of the undergraduate women respondents have been sexually harassed at uC Davis. Twenty-six percent of the women respondents and 12% of the men respondents had observed or were personally aware of a sexual harassment incident at UC Davis. Over a third of women faculty, staff and graduate/professional student respondents knew of such an incident, as did 29% of staff men. Whether the incidence rates of sexual harassment at UC Davis are high or low, excessive or reasonable is open to personal interpretation, but it can be argued that even one or a dozen cases of sexual harassment on campus is too many.

The incidence of sexual harassment at UC Davis is lower than that found in most other studies. It is consistent, however, with the rate found at Arizona State University, whose survey most closely resembles the UCD survey in its methodology. The MSPB found that 42% of women in federal employment had been sexually harassed; the Seattle study, using a similar questionnaire and methodology, found an incidence rate of 50% among women city workers. Twenty percent of the Berkeley women undergraduates in the Benson and Thomson study had been sexually harassed, as had 25% of the women students in the Michigan State study. The Arizona State study, like the UCD study, found 13% of the women faculty, staff, and students had been sexually harassed. Unlike the UCD study, however, this percentage did not vary significantly among these groups of women.

While the lower incidence of sexual harassment found at UC Davis might indicate that sexual harassment is less prevalent here than in other locations that have been studied, it is more likely due to the restrictive methodology and definition of sexual harassment used in the Davis study compared with those used in other studies. The UCD study defined sexual harassment as unwanted sexual behavior which causes one or more of the specific negative outcomes described in the University definition of sexual harassment, and asked respondents if, according to this definition, they had been sexually harassed. The MSPB, Seattle, Berkeley, and MSU studies presented respondents with a list of specific, unwelcome sexual behaviors and asked respondents if they had experienced any of them. Those who had were considered "sexually harassed." Unlike the UCD study, these studies did not require that the unwanted behavior be linked to negative effects such as those in the UCD definition in order for it to constitute sexual harassment.

UCD's incidence rate, then, may be lower than those found in other studies because not all women who are targets of unwanted sexual behavior experience--or admit they experience--the particular negative effects that make that behavior sexual harassment under the UCD definition. As the MSPB and other studies show, women who experience unwelcome behavior are often reluctant to admit that it has any negative effect on them or to label themselves "sexually harassed." Put another way, the lower UCD rates may indicate that more UCD women experience bothersome and unwelcome sexual attention--and its negative effects--than are reported in this study.

Just as the studies which used broader definitions of sexual harassment found a higher incidence of sexual harassment among the groups they studied, the 1980 UCD women's needs assessment defined sexual harassment in a more limited way than did the current study and, found lower rates of sexual harassment among UCD undergraduates (3%) and graduate/professional school students (10%), than did the current study.

The ASU study found an incidence rate similar to UCD's probably because, like the Davis study, it provided respondents with a definition of sexual harassment that linked behavior to negative effects, and asked them if, according to the definition, they had been sexually harassed. Unlike the UCD study, however, ASU limited its definition of sexual harassment to authority or power relationships and did not exclude respondents who thought they had been sexually harassed but by University definition had not.

Characteristics of sexual harassment victims and perpetrators

The survey results show that in both the personal and observed cases of sexual harassment virtually all the victims were women and all the harassors men. Almost all the harassors in the MSPB, MSU, and ASU studies were men as well. These findings are further evidence that sexual harassment is a form of sex discrimination against women on the part of men, and not a manifestation of personal difficulties or chemistry between two individuals, regardless of their sex.

Sexual harassment is pervasive at UC Davis in the sense that both women victims and men harassors were found among students, faculty and staff respondents, at all status levels, in many age groups, and in many different campus locations. The MSPB, Seattle and ASU studies also found this demographic diversity among victims and harassors. That all types of women are victimized by all types of men reinforces the notion that women are sexually harassed because they are women, not because they are young or old or professors, secretaries, nurses or students. UCD women respondents in some occupations, however, did appear to have been sexually harassed more than others, and some men appear to harass more than others.

Among academic women, faculty respondents were more likely to have been sexually harassed at some point during their careers at UCD than were graduate/professional or undergraduate students. The incidence rates for academic women reflect this, ranging from 20.1% of faculty women respondents to 16.5% of graduate/professional school respondents to 7.3% of undergraduate respondents. One possible explanation for this finding is that women faculty have been at UCD longer than students, thereby increasing their chances of encountering sexual harassment at some point during their UCD career. Some support for this notion is found in the fact that women ladder faculty were most often victimized as graduate/professional students or medical interns/residents; that is, at an earlier point during their climb up the academic ladder.

Sexual harassment is particularly a problem for women graduate/professional students and medical interns/residents. Several of the survey results support this. As noted above, most women faculty victims were harassed as graduate/professional students or interns/residents. Victims who are currently in graduate or professional school most often were harassed as such and not as undergraduates. In addition, the incidence rate jumps from 7.3% for undergraduate respondents to 16.5% for graduate/professional students. Finally, in sexual harassment cases academic men and women respondents knew about, the victims were most often graduate/professional students.

The vulnerability of women in these positions is understandable. Because their studies are advanced and specialized, graduate and professional school students and interns and residents usually work closely with only a few professors, who are usually male. At this level of study, professors are "academic gatekeepers:" they have the power to ease or hamper their students' progress and access to research projects, financial assistance, professional contacts and other important opportunities. Students may be reluctant to resist a professor's sexual overtures when they are highly dependent on him, are relatively powerless, and have a great deal of time and effort invested in their work or study.

Unlike academic women respondents, staff women in all occupations were equally likely to have experienced sexual harassment during their UCD career. Twenty-eight percent of women managers and officials who responded to the survey have been sexually harassed, compared with 23% of women professional staff members, 22% of technicians and 20% of women office and clerical workers. Neither the MSPB or Seattle studies found that rates varied a great deal among staff women from these different status categories, although, like UCD, higher status women were somewhat more likely to have been harassed. The UCD study does not have results showing the incidence rates for women craftsworkers, operatives, laborers and service workers, but the Seattle and MSPB studies found that women in non-traditional occupations (such as law enforcement or carpentry) were much more likely to have been harassed than other women.

Faculty and staff men together comprise 33% of the male population at UC Davis, but were responsible for 98% of the sexual harassment reported by women victims. Sixty-one percent of the harassors were faculty members; 37% were staff members. In cases of sexual harassment which respondents had observed, the harassors were most often male faculty members.

In both the personal and observed cases of sexual harassment reported in the survey, faculty men harassed staff women as well as women faculty members and students, while staff men harassed staff women, particularly professional staff and office/clerical workers. In the personal cases of sexual harassment described by women victims, faculty harassors were often full or associate professors or lecturers with employment security.

Other studies support these findings. ASU found that male faculty members initiate the majority of the harassment, with the exception of staff men, who harassed staff women. Half to two-thirds of the faculty men harassing Berkeley undergraduate and graduate women were regular faculty; the remainder were instructors, lecturers or teaching assistants.

While the UCD survey results do not explain why faculty and staff men were the principal harassors, one key feature distinguishes faculty and staff men from undergraduate and graduate/professional school men: power. While male graduate/professional school students and men undergraduates usually hold no direct power over their female peers or over women staff or faculty, many faculty and staff men, by virtue of senior status or direct authority, do hold power over women. A male student may be able to create an intimidating, hostile or offensive environment for a woman or interfere with her performance, but a faculty or staff man with power is in a position to affect her job, instruction, opportunities or evaluation as well as her environment or performance. In 71% of the personal cases of sexual harassment described in this study, the harassor was in a higher status position than the victim; in half the cases he held direct authority over the victim.

Characteristics of harassors' behavior

The unwanted sexual behaviors women victims experienced ranged from verbal to physical and from minor to serious in nature. Based on eleven general categories of behavior listed on the questionnaire, the survey results show that verbal behaviors were more common than physical actions.

Three-quarters of the women victims experienced unwanted sexual jokes or comments and sexually suggestive looks or gestures. About half were pressured to have sex or were touched in an unwanted and deliberate sexual manner. Relatively few victims experienced such severe forms of physical harassment as sexual relations or sexual assault.

Statistical results from other studies support the finding that verbal behaviors are most common. One in three of the federal workers in the MSPB study experienced unwanted sexual remarks, as did 79% of the Seattle employees. MSU women students most often experienced jokes about female anatomy, and one-third of the Berkeley undergraduates who were harassed experienced verbal advances.

This focus on the relative occurrence of various kinds of behavior should not obscure the finding that significant percentages of women did experience physical forms of behavior. For example, while the percentage of UCD victims who said the harassor tried to assault them is small relative to the percentage experiencing suggestive looks or gestures (12% vs. 71%), the fact that 12% of the women victims in the survey were subjected to as severe a form of behavior as attempted assault is, in itself, a significant finding. In comparison, 3% of the harassed women federal workers faced actual or attempted sexual assault as did 2% of the Seattle victims. Twenty percent of the Berkeley women victims experienced physical advances.

In addition, the statistics alone do not provide a complete picture of the harassed women's experiences at UCD. The victims' handwritten accounts of the harassor's actions add meaning and context to the statistics, and reveal the progression, diversity and severity of the behaviors not apparent in the percentages alone.

These written accounts make it apparent that some of the victims who, according to the statistics, experienced "less serious" verbal behaviors actually experienced rather serious forms of these behaviors. The eleven categories of behavior are sufficiently general to hide this fact. For example, while some women who experienced unwanted comments and invitations cite minor kinds of behavior such as a co-worker's passing comment or a supervisor's off-hand invitation for a drink after work, others describe persistent, personal and intrusive remarks and blatant propositions.

The statistical results show that the harassor's sexual behavior occurred frequently, and involved a series of incidents over a period of time, sometimes years. Women's written responses show that in cases continuing over time, the harassor's behavior typically worsened, sometimes moving from an indirect to direct approach--for example, from verbal pressure for sex to sexual touching; sometimes changing from a mild to more serious form of the same behavior--from innuendo to explicit remarks about a victim's appearance, for example. Behavior the women victims did not initially recognize as harassment became such when it persisted, became more serious, turned coercive, or resulted in reprisal or other negative effects.

"Quid pro quo" sexual harassment--in which a harassor explicitly attempts to exchange an academic or employment opportunity for sexual favors--appeared to be relatively uncommon. More common was the "condition of work" kind of harassment, where a woman is expected to tolerate sexual behavior if she wishes to continue her work or study. Harassors usually did

not attempt to strike an outright, cold bargain: 9% of the faculty victims, 26% of the staff victims, and 7% of the graduate/professional students reported the harassor offered them something he thought they would want in return for sexual favors. Only 13% of the victims said that the harassor, prior to expressing sexual interest, had done something to try to make them feel sexually obligated.

Effects of harassors' behavior on victims

The harassor's behavior affected women victims' work or studies, and their psychological well-being. The effects ranged from embarrassment and indecision to loss of self-confidence and abandonment of career or academic goals to termination of employment or studies. Of the four general kinds of effects included in the University definition of sexual harassment, victims most often said the harassor's behavior created an "intimidating, hostile or offensive environment." In addition, a fourth said it affected their performance; 24% said their job, instruction or other University activity had depended on whether they tolerated or rejected the behavior. Fifteen percent said the evaluation of their work or academic performance was affected by their reaction to the behavior, and one in five knew they had suffered reprisal on the part of the harassor for refusing him. While many fewer women experienced serious effects, relative to the proportion who experienced less serious effects, the fact that 15% to 26% of the victims said the harassor's behavior did have serious consequences for their employment or studies must not be obscured by the comparative presentation of these figures.

The victims' written descriptions of the effects the harassor's behavior had on them reveal consequences more varied than the statistics alone suggest. In these personal accounts, some victims describe such psychological and emotional effects as anger, stress, embarrassment, nervousness, and loss of confidence; others detail how the harassor's behavior caused their work or studies to suffer by reducing their work efficiency and productivity, preventing them from working with the harassor, or causing them to change jobs or their course of study. Some victims connected the psychological and work-related effects, noting, for example, that it was the stress and anger they felt that caused their work or studies to become more difficult or less productive.

Victims' written descriptions also reveal that the consequences suffered by women who, according to the statistical data, experienced "less serious" effects, were sometimes quite serious. The personal accounts of victims identifying environmental effects, for example, reveal not just embarrassment and discomfort, but also work and academic atmospheres marked by fear, anger and stress. Women who say their performance was hampered note not just distraction but less interest in their work or study, less ambition, less caring. By definition, women excluded from work or academic opportunities or whose evaluation of their performance was influenced by their reaction to the harassor's overtures suffered serious effects, and their comments reflect this.

Other studies--through statistics and victims' personal accounts--show similar results. Twenty percent of the harassed women in the ASU study said the harassment had affected their course grade, job or career chances. In comparison, 15% to 26% of the UC Davis victims reported effects on their studies or jobs. While few of the women Federal workers admitted the harassment affected their working conditions or job status, a third said their feelings about work and emotional or physical condition worsened, and the authors of the MSPB report note the likely effect the latter would have on the former. Psychological effects such as anger, embarrassment, irritability, and tension were common outcomes mentioned by victims in the Seattle study.

Stopping sexual harassment

Most women victims made the harassor aware his behavior was unwelcome, by telling him to stop, or by avoiding or ignoring him. The MSPB, Seattle and Berkeley studies found women victims responded in similar fashion: by telling the harassor to stop, avoiding him or ignoring the behavior. Even when the UCD victims did make their dislike known, 70% of the time the harassor persisted in his actions. This finding is evidence that sexual harassment is rarely the result of a misunderstanding or of a woman not making her dislike known.

Victims' written comments indicate that sexual harassment rarely ended because the harassor gave up, or because the situation was resolved amicably, or because a superior intervened. Rather, it typically ended when the victim took the initiative to make it end, most often by telling the harassor to stop, avoiding him, or ending their formal work or academic relationship. Avoiding the harassor or changing jobs or departments often stopped the harassment, but women using these tactics sometimes said this solution was not a satisfactory or happy one for them, and often made their work or study more difficult.

Victims' use of campus resources

Most women did not use existing University resources to deal with the sexual harassment they experienced, and most would not have used the special new sexual harassment counseling and grievance procedure had it been available at the time. Thirty-seven percent would not have used a campus sexual harassment hotline had it been available at the time; 35% were not sure whether they would use the hotline or not.

Why are victims reluctant to turn to the University for assistance in solving this problem? Their written answers reflect two principal reasons: 1) they felt outside assistance wasn't necessary in their case, or 2) they doubted the ability of the various resources to realiy help.

Similar reasons are given in other studies. Nearly two-thirds of the harassed women federal workers in the MSPB study saw no need to report the harassment, a third thought nothing would be done and another third thought

reporting the harassment would make their situation more unpleasant. While the Seattle women victims believed formal remedies were available, they, too, were not convinced of their effectiveness.

The UCD victims who felt campus assistance was not warranted in their case typically said the sexual harassment they experienced was not serious enough to require help or they thought they had handled it adequately on their own. Victims also say, however, that they would have obtained help if the harassment had been more serious, had worsened, or if they had not been able to deal with it themselves. These responses seem to indicate that victims believe assistance is called for only when the harassment is severe--where violence or loss of livelihood is threatened--and that using campus resources means a third-party will intervene and mediate. The campus resources, particularly the three-tier counseling and grievance process and the proposed hotline, are deliberately designed to provide confidential counseling, information and advice to the victims on minor as well as serious kinds of sexual harassment. They are not intended to be the victim's "last resort" where a serious case will be mediated by a third party and must involve the harassor.

It might be thought that victims' misunderstanding about the purpose of the new counseling and grievance procedure was due to their unfamiliarity with it (only 48% had heard of the procedure), but, in fact, those who knew about it prior to the survey were less inclined to use it than those who learned about it for the first time by reading the brief description on the questionnaire.

Victims who are skeptical about the usefulness of the campus resources say that using these resources really would not change anything or would complicate--and perhaps worsen--an already difficult situation; that they do not believe confidentiality would be maintained; and that they fear reprisal. While these reasons may indicate that some women were not aware the procedure could be used for confidential advice and counseling, others clearly were aware of this function and still questioned the confidentiality of the procedure or a hotline, and feared the reprisal that might result from a lack thereof.

If the confidential nature of the procedure and hotline, as well as their counseling and information purposes, were emphasized, perhaps concerns about confidentiality, third-party intervention, and reprisal would be allayed, and victims would be more disposed to use these resources.

CONCLUSION

Why should the University care about sexual harassment?

UC Davis is legally liable for sexual harassment perpetrated by its employees. Significant proportions of UC Davis women have been sexually harassed, and harassors and victims can be found among faculty, staff and students in many University locations.

UC Davis is committed to hiring and promoting women faculty and staff and supporting and encouraging women students to pursue nontraditional and post-baccalaureate studies. Sexual harassment of UCD women works against this commitment. Data from this and other studies show that sexual harassment creates a hostile and intimidating atmosphere for women and interferes with their academic and work performance. It limits their career and academic opportunities and advancement, and inhibits important professional relationships with men. It lowers women's research and work productivity and efficiency, and it contributes to attrition. Sexual harassment has considerable effects on women's personal and psychological well-being and their feelings about work, and while these effects may not be of direct concern to the University, reactions such as anger, fear and stress seem likely to affect victims' work or studies.

UC Davis is enjoined by law and University of California policy to take all steps necessary to prevent sexual harassment from occurring at the University, including developing sanctions, informing individuals of their rights and responsibilities, and developing methods to sensitize the campus community to the issue. At the time this study was conducted, many UC Davis men and women were not yet informed about the reality of sexual harassment at UC Davis: what it is, and its presence on the campus and why it occurs. Last April, UC Davis was in the early stages of educating the campus about University policy and the special new counseling and grievance procedures for cases of sexual harassment. Since the administration of the survey, education efforts have continued with the publication of several detailed information pieces and training of campus sexual harassment counselors.

What additional steps should the University take?

Margaret Mead recognized that sexual harassment would be eliminated only when the beliefs and expectations of individuals and society changed. She notes:

> . . .legislation has been passed, executive orders have been issued, official guidelines have been established, and decisions in a great many court cases have set forth a woman's right to be a first-class working citizen. Why . . .do I think the new laws will not be sufficient to protect women--and men too, for that matter--from the problems of sexual harassment . . .? I believe we need something more pervasive, a climate of opinion [where] neither men or women should expect that sex can be used either to victimize women who need to keep their jobs, or to keep women from advancement, or to help men advance their own careers.[13]

UC Davis needs to make every effort to foster the "climate of opinion" Mead describes. As a first step, the University can better acquaint the campus community with the facts about sexual harassment. Additional information on its existence, its illegality, the forms it takes, why it occurs, its effects, and the presence and purpose of campus resources to deal with it needs to be disseminated and discussed campus-wide. The survey results provide clear direction on who needs to be informed about what, and are themselves educational materials.

While education can inform and sometimes alter previously held beliefs, it will not always change behavior. Knowing what sexual harassment is and that it is illegal will not always deter men from harassing or prompt women to report it. As a second step, then, the University needs to back up its words with action and enforce its sanctions against sexual harassment. Those who continue to believe sexual harassment is acceptable, natural or inevitable must realize they cannot get away with it. Harassors and potential harassors must be made aware of the personal legal liability they incur by harassing and must be shown evidence of institutional or legal sanctions imposed in reported cases. Women must be made more aware of the campus assistance available to them, and the importance of reporting sexual harassment experiences, and must be given evidence of the effectiveness and confidentiality of that assistance.

Sexual harassment is a social problem that extends beyond the University, and is rooted in attitudes about men, women, work, and power. The University cannot expect to eliminate sexual harassment, but through education and enforcement, it can reduce the incidence of sexual harassment and begin to change the attitudes that perpetuate it in the campus community.

Appendix A
(Staff Version)

SEXUAL HARASSMENT AT UC DAVIS

Unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature constitute sexual harassment when:

1. submission to or rejection of such conduct is made either explicitly or implicitly a term or condition of instruction, employment, or participation in other University activity;
2. submission to or rejection of such conduct by an individual is used as a basis for evaluation in making academic or personnel decisions affecting an individual; or
3. such conduct has the purpose or effect of unreasonably interfering with an individual's performance or creating an intimidating, hostile, or offensive University environment.

In determining whether the alleged conduct constitutes sexual harassment, consideration should be given to the record as a whole and to the totality of the circumstances, including the nature of the sexual advances and the context in which the alleged incidents occurred.

PART 1

1. Did you know what sexual harassment was before you read the definition above? (Check the box that corresponds with your prior level of knowledge.)

No, I didn't know anything about it ☐ ☐ ☐ ☐ ☐ Yes, I fully understood what it was

2. Do you think sexual harassment, as described above, occurs at UC Davis?

_____Yes, I think it occurs

_____I'm not sure whether it occurs or not

_____No, I don't think it occurs

3. Do you care whether sexual harassment occurs at UC Davis? (Check the box that corresponds with your opinion.)

Not at all ☐ ☐ ☐ ☐ ☐ Very much

4. How much of a problem do you think sexual harassment is at UC Davis?

Not a problem ☐ ☐ ☐ ☐ ☐ A big problem

5. How aware do you think UCD women are about sexual harassment?

Not aware ☐ ☐ ☐ ☐ ☐ Very aware

6. How aware do you think UCD men are about sexual harassment?

Not aware ☐ ☐ ☐ ☐ ☐ Very aware

7. Why do you think sexual harassment occurs?

8. Have you ever observed or personally been aware of a situation where a UCD faculty member, a staff person, or student behaved in an unwanted, offensive sexual way toward another UCD person?

For example...repeatedly displayed pornography offensive to the other person,
...repeatedly made offensive sexual jokes or comments,
...pressured the other person for dates or sexual activity,
...deliberately touched the other person in an unwanted sexual way,
...attempted or had sexual relations with the person against his/her wishes?

_____Yes, I've observed or know of a situation where someone behaved in this way.

_____No, I haven't observed or been aware of a situation where someone behaved this way.

IF NO, skip to question 12.

IF YES, continue with question 9.

9. If you have observed or know of a situation where someone behaved in the ways just described, what were the effects of that conduct on the person receiving the attention? (Mark all that apply.)

_____I don't know what, if any, effects there were on the person receiving the attention.

_____There were no special or negative effects that I observed or knew of.

_____The behavior created an intimidating, hostile or offensive environment for the person receiving the attention.

_____The behavior unreasonably interfered with the performance of the person receiving the attention.

_____The person's reaction to this behavior was used in evaluating his or her academic or work performance.

_____The person's job, instruction, opportunities, or other University activity depended, in some way, on whether he/she tolerated or rejected this behavior.

_____This behavior had another effect on the person receiving the attention besides those listed above. Please describe:_____

_____

10. In this situation, what was the UCD status and sex of the person behaving in this manner? Of the person receiving the attention?

Sex	Person behaving in this manner	Person receiving the attention
Male	_____	_____
Female	_____	_____
UCD Status		
Undergraduate student	_____	_____
Graduate/professional student	_____	_____
Teaching or research assistant	_____	_____
Medical intern or resident	_____	_____
Faculty member	_____	_____
Researcher	_____	_____
Professional staff member	_____	_____
Clerical or blue collar worker	_____	_____
Other _____	_____	_____
Don't know	_____	_____

11. How was this situation resolved? 24-25

12. Would you say you have been sexually harassed at UC Davis according to the definition of sexual harassment on page one of this questionnaire?

_____Yes _____Yes, but I didn't think of it or call it that at the time _____No _____Not sure 26

13. Are you principally a...

_____Manager or official
_____Professional staff person
_____Technician
_____Office or clerical worker
_____Crafts worker, operative, laborer 27-28
_____Service worker
_____Other (please specify)

_____ 29-30

14. Where do you principally work?

_____College of Ag. & Env. Sci. (including field stations)
_____College of Engineering
_____College of Letters & Science
_____School of Administration
_____School of Law
_____School of Medicine
_____UCDMC (hospital & clinics)
_____School of Veterinary Medicine
_____Graduate Division (optional: specify dept./group_____ _____)
_____Shields Library or branch
_____Campus administration (business & finance, planning & budget, academic affairs, Chancellor's office, development) 31-32
_____Student Affairs (including Cowell Hospital)
_____Physical Plant, Construction and Maintenance
_____Organized Research Unit (ORU)
_____University Extension
_____Other (please specify)_____ 33-34
_____ 35-36

15. Where are you primarily located?

_____Main Campus
_____Medical Center (Sacramento)
_____Elsewhere (please specify) 37
_____ 38

16. What is your sex? _____Female _____Male 39

If you have been sexually harassed, please continue with the questionnaire.

If you have not been sexually harassed or are not sure, you need not answer any more questions. Please return the questionnaire in the enclosed envelope, either through campus mail or U.S. mail. Thank you for your help and participation in this survey.

PART II

Because sexual harassment is a sensitive and personal subject, it may be difficult to describe or explain. It's important, though, that administrators, faculty members, program directors, and student leaders know what sexually harassed people have experienced so that they can help others faced with similar problems. Please be assured that your replies to the questions here will be treated anonymously and with respect. Do not write your name or anyone else's name on the questionnaire.

If you've been sexually harassed by more than one person, please respond to the rest of the questions with the one most important or extreme experience in mind.

17. Listed below are some behaviors you may have experienced when you were being sexually harassed. Indicate whether and how often you experienced each behavior by circling the appropriate number in the right-hand column.

Behavior	Frequency 0=never, 1=once, 2=several times, 3=many times, 4=all the time					
Unwanted display of pornographic pictures, posters, cartoons or other materials	0	1	2	3	4	40
Unwanted sexual jokes or comments about your gender	0	1	2	3	4	41
Unwanted sexual jokes, suggestions, comments or questions about you, your physical attributes or appearance	0	1	2	3	4	42
Unwanted sexually suggestive looks or gestures	0	1	2	3	4	43
Unwanted letters, phone calls, or visits	0	1	2	3	4	44
Unwanted pressure for dates, lunch, cocktails	0	1	2	3	4	45
Unwanted direct or indirect pressure for sexual activity with you	0	1	2	3	4	46
Unwanted and deliberate sexual touching	0	1	2	3	4	47
Attempted sexual relations or attempted sexual assault	0	1	2	3	4	48
Sexual assault	0	1	2	3	4	49
Sexual relations	0	1	2	3	4	50
Other (please describe) _____	0	1	2	3	4	51

52-55

18. Which of the following statements describe the general effect of the sexual attention you received? (Mark all that apply.)

_____It created an intimidating, hostile or offensive University environment.

_____It unreasonably interfered with my performance.

_____My reaction to this attention was used in evaluating my academic or work performance.

_____My job, instruction, opportunities, or other University activity depended, in some way, on whether I tolerated or rejected this attention.

_____Other effect (please describe)_____

_____

19. Was the person harassing you a man or a woman? _____Man _____Woman

20. When did this harassment occur?

_____Now occurring _____1979-80

_____In the current academic year _____1978-79

_____1980-81 _____1977-78 or earlier

21. Did the harassment occur as one incident or a series of incidents over time?

_____One incident _____A series of incidents

22. At the time you were being harassed...

	a. what was your primary University status?	b. what was the primary University status of the person harassing you?
_____	Freshman/sophomore student	_____
_____	Junior/senior student	_____
_____	Graduate student	_____
_____	Professional school student	_____
_____	Teaching or research assistant	_____
_____	Intern or resident	_____
_____	Full or associate professor or lecturer with employment security	_____
_____	Assistant professor or instructor	_____
_____	Professional researcher or specialist	_____
_____	Postgraduate researcher	_____
_____	Librarian	_____
_____	Manager or official	_____
_____	Professional staff person	_____
_____	Technician	_____
_____	Office or clerical worker	_____
_____	Crafts worker, operative, laborer	_____
_____	Service worker	_____
_____	Other (please specify below)	_____
_____		_____

22. At the time you were being harassed... (continued)

c. in what college or unit were you primarily working or studying?		d. in what college or unit was this person primarily working or studying?
_____	College of Agricultural & Environmental Sciences (including field stations)	_____
_____	College of Engineering	_____
_____	College of Letters and Science	_____
_____	School of Administration	_____
_____	School of Law	_____
_____	School of Medicine	_____
_____	UCDMC (hospital and clinics)	_____
_____	School of Veterinary Medicine	_____
_____	Graduate Division (optional: dept./group _____ _____)	_____
_____	Organized Research Unit (ORU)	_____
_____	University Extension	_____
_____	Shields Library or branch	_____
_____	Campus administration	_____
_____	Student Affairs	_____
_____	Physical Plant	_____
_____	Other (please specify below)	_____
_____		_____

e. what was your age? _____

f. what was this person's approximate age? _____

23. In what way were you officially and primarily associated with this person at the time you were being harassed? (Was the person, for example, your employer, supervisor, co-worker, a senior employee, etc.?)

He/she was _____

24. How did the person involved express sexual interest in you?

25. Did you make it known to the person harassing you that the sexual advances or innuendos were unwelcome? _____Yes _____No

If yes, how did you do this? If not, why not?

26. Did the person persist in this behavior? _____Yes _____No

27. Did this person indirectly or directly offer you something he or she thought you would want to have in return for sexual attention from you?

_____Yes, directly _____Yes, indirectly _____No 27

If yes, what was offered?

28-29

28. Prior to expressing sexual interest in you, had this person already done something for you that he or she seemed to think would make you feel sexually obligated? _____Yes _____No 30

If yes, what had he or she done? 31-32

29. Did the person threaten or imply reprisal if you did not cooperate?

_____Yes _____No 33

If yes, what was threatened? 34-35

30. Was there any actual reprisal? _____Yes _____No 36

If yes, what form did it take? 37-38

31. How was the situation between you finally resolved?

39-40

32. What academic, professional, or work effects did you experience as a result of this harassment? 41-42

33. What personal or emotional effects did you experience as a result of this harassment? 43-44

34. Including the one experience you just described, how many different men and/or women at UC Davis have sexually harassed you?

45 46 47 48

_____ Men (number) _____ Women (number)

35. Do you know that UC Davis recently established a special procedure for dealing with cases of sexual harassment? _____Yes _____No 49

36. This special procedure enables a victim of sexual harassment to receive confidential counseling and to register an informal or formal complaint with a trained sexual harassment counselor. Would you have used this process if it had been in place when you were being harassed?

_____Yes, I would have used it.

_____Yes, I have used it.

_____No, I would not use it.

Why or why not? 51 52 53 54

37. What campus resources, if any, did you use to try to end the harassment? (For example, did you talk with the person harassing you, or with a dean, counselor, faculty member, supervisor, or department chair? Did you file a complaint or take other action?) Please be specific. If you did not use any campus resources, why was that?

55 56

38. Would you have used a campus sexual harassment hotline (a telephone crisis service) had it been available at the time you were being harassed? _____Yes _____No _____Not sure 57

Why or why not?

58 59 60 61

If you would like to talk about your experience with a sexual harassment counselor in order to get information, advice, or assistance, the Women's Center (752-3307) can refer you to the counselor for your college or office, or you can contact the counselor directly.

If you have additional comments, please feel free to attach them on a separate page.

Please return the questionnaire in the enclosed envelope either through the campus mail or U.S. mail.

THANK YOU FOR YOUR HELP AND PARTICIPATION IN THIS SURVEY

62 63 64 65

APPENDIX B

RESPONSE RATE AND WEIGHTING OF SAMPLED GROUPS

GROUP	POPULATION N	RESPONDENT n	RESPONDENT/SAMPLE PROPORTION (response rate)	ASSIGNED WEIGHT (N/n)
WOMEN				
FACULTY:				
Full and Associate Professors and Lecturers with Employment Security	71	26	.63	2.73
Assistant Professors and Instructors	64	43	.90	1.49
Lecturers	82	8	.31	10.25
Professional Researchers/Specialists	21	13	.72	1.62
Postgraduate Researchers	79	25	.66	3.16
Librarians	40	16	.76	2.50
Medical Interns and Residents	94	19	.41	4.95
Other Faculty	51	7	.39	7.29
Sub-total	502	157	.61	
STAFF:				
Managers and Officials	126	25	.81	5.04
Professional Staff	1,263	70	.53	18.04
Technicians	476	29	.30	16.41
Office and Clerical Workers	2,174	56	.51	38.82
Craftsworkers, Operatives, Laborers	35	2	.08	---
Service Workers	267	4	.08	---
Sub-total	4,341	186	.42	
Sub-total excluding crafts and service worker groups	4,039	180	.49	
UNDERGRADUATE STUDENTS:				
Agricultural & Environmental Sciences	2,426	70	.58	34.66
Engineering	298	49	.56	6.08
Letters and Science	3,890	114	.59	34.12
Sub-total	6,614	233	.58	
GRADUATE/PROFESSIONAL STUDENTS:				
Graduate Division	1,005	126	.64	7.98
Law	216	38	.59	5.68
Veterinary Medicine	228	44	.64	5.18
Medicine	211	31	.51	6.81
Administration	12	7	.58	1.71
Sub-total	1,672	246	.61	
TOTAL, WOMEN	13,129	822	.55	
TOTAL, WOMEN, excluding crafts and service worker groups	12,867	816	.57	
MEN				
FACULTY	1,827	176	.49	10.38
STAFF	2,526	166	.34	15.22
UNDERGRADUATE STUDENTS	5,983	127	.49	47.11
GRADUATE/PROFESSIONAL STUDENTS	2,689	108	.37	24.90
TOTAL, MEN	13,025	577	.41	
TOTAL, MEN & WOMEN	26,154	1,399	.48	
TOTAL, MEN & WOMEN, excluding crafts and service worker groups	25,892	1,393	.49	

APPENDIX C

CAMPUS LOCATION OF WOMEN RESPONDENTS
VS. ALL UCD WOMEN
(in percent)

PRINCIPAL COLLEGE/SCHOOL OR WORK LOCATION	FACULTY		STAFF		UNDERGRADUATES		GRADUATE/ PROFESSIONAL STUDENTS	
	Respon-dents	All Women	Respon-dents	All Women	Respon-dents	All Women	Respon-dents	All Women
College of Agricultural & Environmental Sciences	21%	21%	11%	8	37%	37%	0%	0
College of Engineering	<1	1	<1	1	4	5	0	0
College of Letters & Science	31	29	11	5	59	59	0	0
School of Administration	0	<1	0	0	0	0	<1	1
School of Law	3	5	2	1	0	0	13	13
School of Medicine	8	6	6	1	0	0	13	13
UC Davis Medical Center	19	23	35	54	0	0	0	0
School of Veterinary Medicine	6	5	6	5	0	0	13	14
Graduate Division	1	0	1	1	0	0	60	60
Shields Library	6	7	4	3	0	0	0	0
Campus Administration	<1	0	9	8	0	0	0	0
Student Affairs	0	0	9	9	0	0	0	0
Physical Plant	0	0	1	1	0	0	0	0
Organized Research Units	2	1	2	2	0	0	0	0
University Extension	2	2	2	1	0	0	0	0
Other	1	0	1	0	0	0	0	0
Total:	100%	100%	100%	100%	100%	100%	100%	100%

CLASS LEVEL OF UNDERGRADUATE RESPONDENTS
VS. ALL UNDERGRADUATE STUDENTS
(in percent)

CLASS LEVEL	SEX			
	Women		Men	
	Respondents	Population	Respondents	Population
Freshmen	22%	26%	17%	24%
Sophomores	24	23	24	20
Juniors	25	26	28	28
Senior	29	24	32	28
Total:	100%	100%	100%	100%

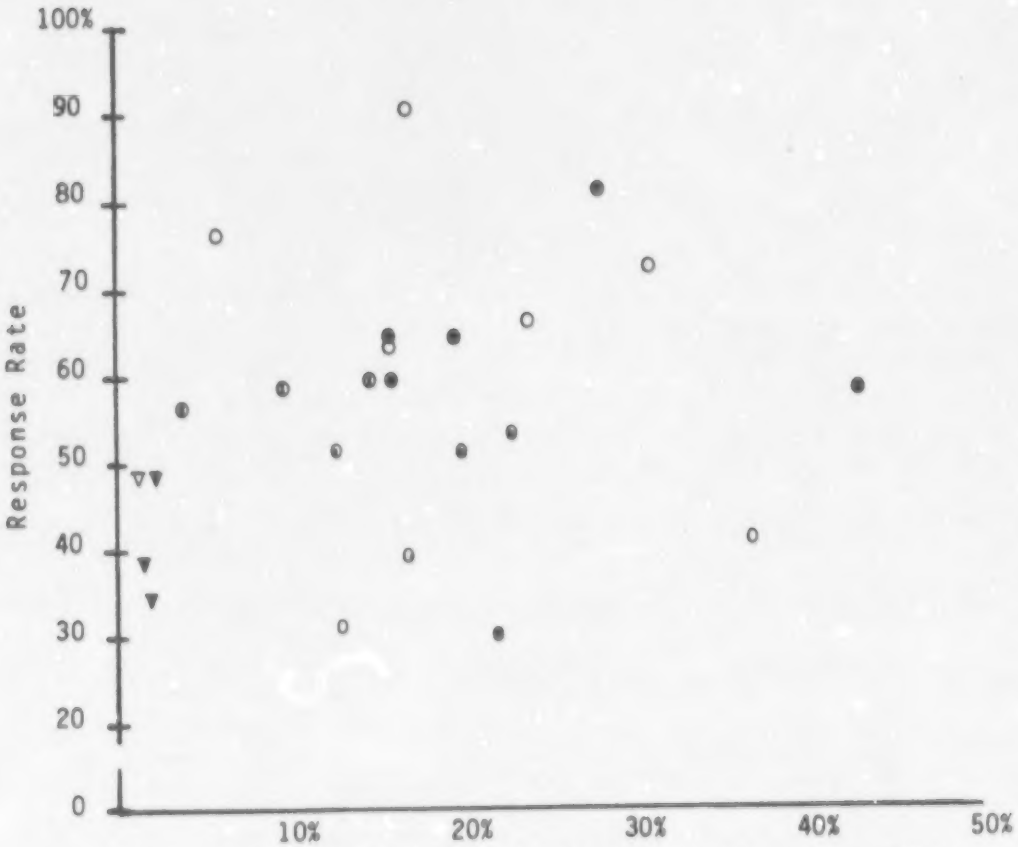
APPENDIX C
(continued)

CAMPUS LOCATION OF MEN RESPONDENTS
VS. ALL UCD MEN
(in percent)

PRINICPAL COLLEGE/SCHOOL OR WORK LOCATION	FACULTY		STAFF		UNDERGRADUATES		GRADUATE/ PROFESSIONAL STUDENTS	
	Respon-dents	All Men	Respon-dents	All Men	Respon-dents	All Men	Respon-dents	All Men
College of Agricultural & Environmental Sciences	24%	25%	19%	13%	30%	27%	0%	0
College of Engineering	5	7	3	2	20	19	1	0
College of Letters & Science	33	27	1	3	50	54	0	0
School of Administration	0	<1	0	<1	0	0	2	1
School of Law	3	2	<1	<1	0	0	10	10
School of Medicine	9	8	2	2	0	0	7	9
UC Davis Medical Center	14	20	17	32	0	0	0	0
School of Veterinary Medicine	9	7	11	5	0	0	14	11
Graduate Division	1	1	3	<1	0	0	66	69
Shields Library	2	2	3	2	0	0	0	0
Campus Administration	0	0	14	11	0	0	0	0
Student Affairs	0	0	8	9	0	0	0	0
Physical Plant	0	0	10	16	0	0	0	0
Organized Research Units	<1	1	6	3	0	0	0	0
University Extension	0	<1	0	<1	0	0	0	0
Other	0	0	2	0	0	0	0	0
Total:	100%	100%	100%	100%	100%	100%	100%	100%

APPENDIX D

RELATIONSHIP BETWEEN RESPONSE RATE AND PROPORTION OF RESPONDENTS WHO THOUGHT THEY HAD BEEN SEXUALLY HARASSED FOR 20 SAMPLE GROUPS OF WOMEN AND 4 SAMPLE GROUPS OF MEN



Percent of respondents who thought they had been sexually harassed.

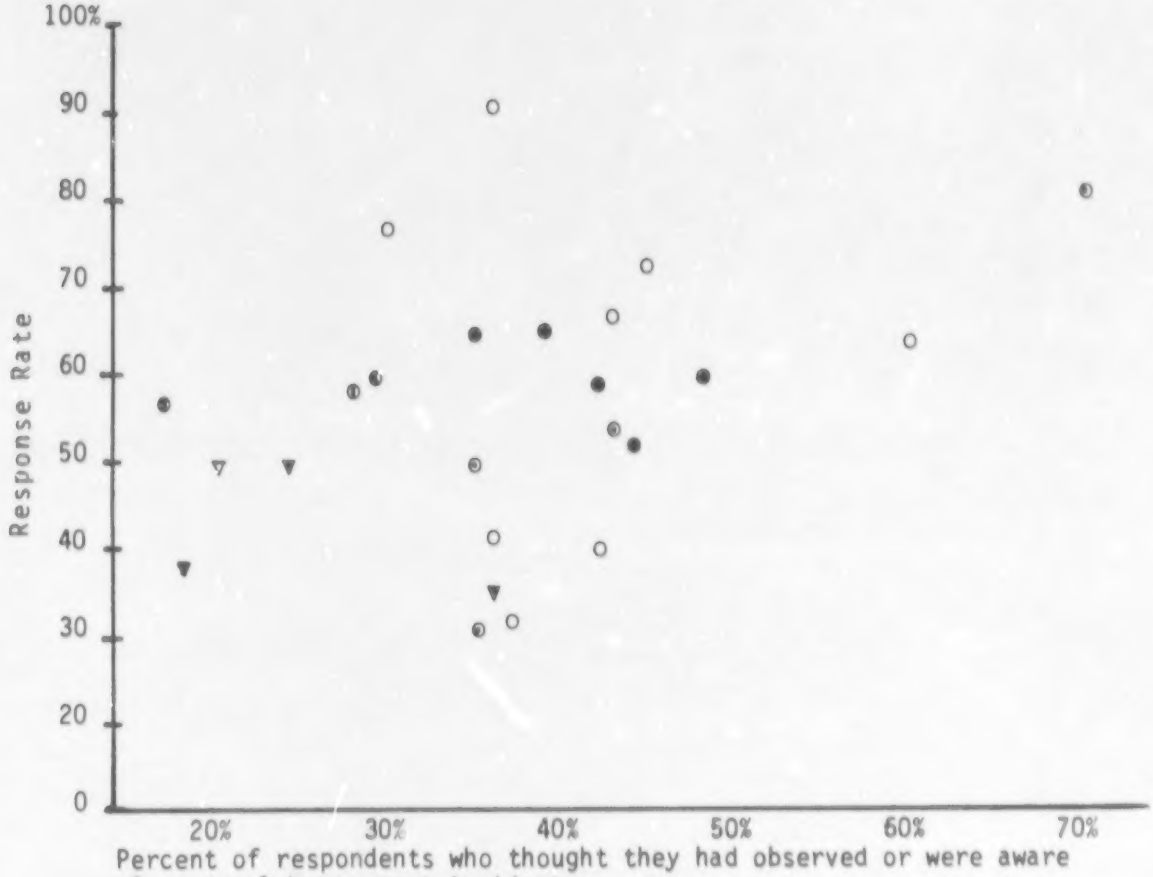
Legend:

- ○ = faculty women
- ◐ = staff women
- ◑ = undergraduate women
- ● = graduate/professional school women
- ▽ = faculty men
- ▼ = staff men
- ▼ = undergraduate men
- ▼ = graduate/professional school men

The non-linear relationship between response rate and percent sexually harassed indicates that sampled individuals who thought they had been harassed were no more or less likely to respond than those not harassed.

APPENDIX E

RELATIONSHIP BETWEEN RESPONSE RATE AND PROPORTION OF RESPONDENTS WHO THOUGHT THEY HAD OBSERVED OR WERE PERSONALLY AWARE OF AN INCIDENT OF SEXUAL HARASSMENT FOR 20 SAMPLE GROUPS OF WOMEN AND 4 SAMPLE GROUPS OF MEN



Percent of respondents who thought they had observed or were aware of a sexual harassment incident.

Legend:

○ = faculty women	▽ = faculty men
⊙ = staff women	▼ = staff men
◑ = undergraduate women	▼ = undergraduate men
● = graduate/professional school women	▼ =graduate/professional school men

The non-linear relationship between response rate and percent of respondents who knew of a sexual harassment incident indicates that sampled individuals who thought they knew of such an incident were no more or less likely to respond than those who did not know of one.

APPENDIX F

OF REPORTS OF OBSERVED SEXUAL BEHAVIOR, PERCENT NOT CONSTITUTING SEXUAL HARASSMENT AND EXCLUDED FROM FURTHER DATA ANALYSIS

RESPONDENT STATUS	RESPONDENT SEX: Women %	Women (N)	Men %	Men (N)
Faculty	8%	(3)	16%	(6)
Staff	6	(6)	20	(12)
Undergraduates	43	(29)	89	(28)
Graduate/professional school students	20	(21)	35	(7)

FOOTNOTES

1. Mary Bularzik, "Sexual Harassment at the Workplace," Radical America, 12(July/August 1978), 25, 27.

2. Jill Laurie Goodman, "Sexual Harassment," Capital University Law Review, 10(1981), 445.

3. Goodman, 445-446.

4. Catherine A. MacKinnon, Sexual Harassment of Working Women (New Haven: Yale Univ. Press, 1979), 32.

5. Ralph H. Baxter Jr., Sexual Harassment in the Workplace (New York: Executive Enterprises Publications, 1981), 9.

6. The examples and analysis which follow are adapted from Baxter, pp. 11-14.

7. August 31, 1981 policy memo from the U.S. Department of Education Office for Civil Rights, in Teresa Cusick, "OCR Sets Title IX Sexual Harassment Policy," Peer Perspective, Nov. 1981, 9.

8. Sandra S. Tangri, et al., "Sexual Harassment at Work," Journal of Social Issues 38(No. 4, 1982), 34, 43.

9. Barbara A. Gutek and Bruce Morasch, "Sex-Ratios, Sex-Role Spillover, & Sexual Harassment of Women at Work," Journal of Social Issues 38 (No. 4, 1982), 55.

10. Donna J. Benson and Gregg E. Thomson, "Sexual Harassment on a University Campus," Social Problems 29(Feb. 1982), 238.

11. Marilynn B. Brewer, "Further Beyond Nine to Five," Journal of Social Issues 38(No. 4, 1982), 151-152.

12. See, for example, MacKinnon, or Lin Farley's Sexual Shakedown: The Sexual Harassment of Women on the Job (New York: McGraw-Hill, 1978). Volume 38, No. 4 of Journal of Social Issues is devoted to sexual harassment and contains "state of the art" analyses of the topic. The Spring 1981 issue of the Capitol University Law Review contains nine excellent articles on various aspects of sexual harassment, including sexual harassment in education.

13. Margaret Mead, "A Proposal," Redbook Magazine, (April, 1978), 31, 33.

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